



The University of Texas at Arlington
2017-2019 GRI SUSTAINABILITY REPORT

MESSAGE FROM THE PRESIDENT	3
MESSAGE FROM UT ARLINGTON'S OFFICE OF SUSTAINABILITY.....	5
ABOUT UT ARLINGTON	7
Scale of the Organization	9
Organizational Memberships & Affiliations.....	11
UTA's Accreditations.....	11
Awards & Accolades.....	12
UTA Rankings & Recognition	13
ABOUT THIS REPORT	14
Report Development Process	15
OUR APPROACH TOWARDS SUSTAINABILITY.....	16
Governance.....	16
The Board of Regents.....	16
UTA's Sustainability Policy.....	16
Value / Supply Chain	17
Circular Economy / Closed Loop	20
Stakeholder Engagement	21
Validating Material Issues.....	22
Our Approach to Sustainability.....	23
ENVIRONMENTAL IMPACTS.....	25
Managing Our Environmental Impacts.....	25
Ensuring Environmental Compliance.....	27
Reducing Emissions.....	27
Reducing Energy Consumption	30
Reduce, Reuse, Recycle.....	32
Recycling on Campus.....	33
Food Waste.....	35
Managing Water.....	36
Energy	39
Improving Transportation	42
Reducing Waste Generated on Campus	45
MANAGING OUR SOCIAL IMPACTS.....	47
Ensuring Diversity & Inclusion in Our Campus Community	47
Promoting Health, Safety & Security.....	51
Serving Our Local Communities	52
Protecting Privacy	55
ECONOMIC IMPACTS.....	56
Managing Our Economic Impacts	56
Accelerating Direct Economic Impacts	56
Building on Financial Assistance.....	58
Providing Benefits.....	60
GRI CONTENT INDEX	62

Message From the President



Welcome to the University of Texas at Arlington's Sustainability Report and Environmental Action Plan. Since the launch of the Institute for Sustainability and Global Impact (ISGI) in 2015, the University has continued to place emphasis on developing both the academic underpinnings of the discipline and best practices for the campus and its operations, ensuring that the institution is a leader in sustainability. More importantly, under the leadership of Meghna Tare, Executive Director of ISGI, and John Hall, Vice President for Administration and Campus Operations, UTA has become a leader in the Dallas-Fort Worth (DFW) metroplex and beyond.

We provide transformative practices and assistance to corporate and community partners, are seen as a thought leader and have become the "go-to" center for the study of sustainability. We are an institution of higher education focused on the future, committed to ensuring that our actions today position the University not just to be a leader today, but to set standards for the future. We aim to ensure that the DFW metroplex, a megacity in the making, progresses along a sustainable path balancing economic growth with environmental stewardship. The four themes of our Strategic Plan 2020 lay the vision for how we will address some of society's greatest challenges in the thematic areas of health and the human condition, sustainable urban communities, global environmental impact, and data-driven discovery.

Sustainability brings together economic, environmental and social aspects that reflect the complexity of the pressing issues faced by us as an organization and as part of both local and global communities. It also draws people together. The success of sustainability initiatives requires engagement, participation, and collaboration at all levels of the University, across campus and beyond. We are making great progress within the institution and through partnerships with communities, businesses, government, and other higher education sectors, and our efforts have resulted in significant recognition for the institution and the leadership of ISGI.

"The success of sustainability initiatives requires engagement, participation, and collaboration at all levels of the University, across campus and beyond."

As with other initiatives at UTA we do not rest on our laurels but continue to press for ever higher levels of excellence, setting standards for others to follow and ensuring that UTA is the model 21st Century Urban Research University. The efforts of the ISGI continue to provide direction, inspiration and vision for us, and I hope that reading of their accomplishments and progress will inspire you as well.

Vistasp M. Karbhari
President
The University of Texas at Arlington

Message from UT Arlington's Office of Sustainability



In 2015 The University of Texas at Arlington announced a strengthened commitment to creating sustainable urban communities through its new Institute for Sustainability and Global Impact. The move was aligned with the University's Strategic Plan 2020, which aims to enhance quality of life by developing more sustainable communities that focus on the natural, built, economic, cultural and social environments. It also unifies and integrates environmental improvement approaches across campus. The Institute's mission for addressing the challenges of sustainability builds upon four cornerstones of Education and Outreach, Strategic Planning, Research, and Operations.

"Our sustainability initiatives are essential for us to use our resources in ways that benefit our vital work without compromising those resources for future generations."

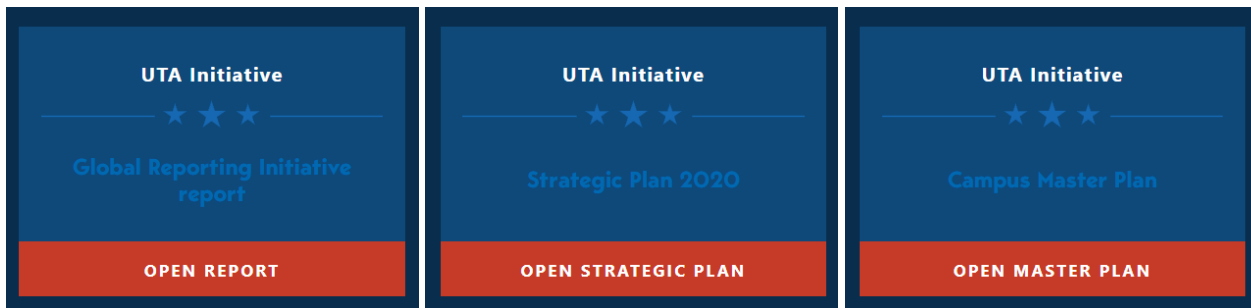
Institutions of higher education play a pivotal role in transforming the lives of individuals and enhancing the community. Here at UT Arlington, we often talk about being in the business of enhancing quality of life. The knowledge we cultivate, the real-world application of our innovative research, and our emphasis on community service deliver clear benefits to individuals, communities, and society at large.

Growth brings challenges in managing our environmental footprint and use of resources. Our growth highlights even more why we strive to be a leader in campus sustainability. The success of sustainability initiatives requires engagement, participation, and collaboration at all levels of the University, across campus and beyond. We are making great progress within the institution and through partnerships with communities, businesses, government, and other higher education sectors.

As we look to the future, the four themes of our [Strategic Plan 2020](#) demonstrate how faculty and students are tackling some of society's greatest challenges and developing innovative solutions in areas of human health, natural and social environments, and data discovery.

Our new online sustainability report is an effort to spread the message about UT Arlington's commitment to sustainability, and hope that our leadership and accomplishment towards sustainability will serve as an example for other educational institutions.

The mapping of resources and activities identifies UTA's significant impacts.



Thank you for your interest in UT Arlington's sustainability efforts. We look forward to your comments.



John D. Hall Vice President
Administration and Campus Operations The
University of Texas at Arlington



Meghna Tare Chief Sustainability Officer
The University of Texas at Arlington Office of
Sustainability

[CONTACT US](#)

About UT Arlington



GRI ID 102-1

GRI ID 102-2

GRI ID 202-3

GRI ID 202-6

GRI ID 202-7

GRI ID 202-13

GRI ID 202-16

With a commitment to life-enhancing research, teaching excellence, and community service, the University of Texas at Arlington (UTA) is an educational leader in the heart of the Dallas-Fort Worth Metroplex in North Texas. Founded in 1895 as a small liberal arts institution, UTA joined the University of Texas system in 1965 and has evolved into a large, thriving university and research institute. Our core services are higher education and research, supplemented by a variety of support services including on-campus housing, dining services, health services, social, and academic organizations, intercollegiate athletic programs, recreational sports facilities, cultural events, and more. It is classified in the elite group of R-1: Doctoral Universities - [Highest Research Activity by the Carnegie Classification of Institutions of Higher Education](#) alongside the top doctoral research universities in the United States.

Vision

UTA plays an important role in global, national, and local contexts, and that role is articulated in its [vision statement](#).

The University of Texas at Arlington is a pre-eminent urban research university that inspires bold solutions with global impact through creative scholarship, transformative access, and collaborative learning.

Mission

Guided by its [Strategic Plan 2020](#), the university fosters interdisciplinary research within four broad themes: health and the human condition, sustainable urban communities, global environmental impact, and data-driven discovery. These themes embrace innovation across disciplines and are in keeping with the university's mission.

UTA is a comprehensive research, teaching, and public service institution whose mission is the advancement of knowledge and the pursuit of excellence. The university is committed to the promotion of lifelong learning through its academic and continuing education programs and to the formation of good citizenship through its community

service-learning programs. The diverse student body shares a wide range of cultural values and the university community fosters unity of purpose and cultivates mutual respect.

Values

- **Access and Success.** Provide a supportive environment where students can flourish as scholars and citizens. Expand access to academic offerings, scholarship opportunities, and other vital resources that prepare students to succeed and graduate.
- **Opportunity and Excellence.** Pursue the highest standards of excellence throughout every facet of the university. Provide all qualified students with opportunities to reap the benefits of the tremendous knowledge that exists at UTA.
- **Inclusiveness and Diversity.** Foster an inclusive environment that supports a diverse community of faculty, staff, and students. Encourage the exploration and discovery of the unfamiliar and promote the understanding of all viewpoints.
- **Mavericks and Innovators.** Ensure a culture of innovation, entrepreneurship, and creativity that strengthens our Maverick nature. Cultivate an atmosphere that rewards curiosity and challenges conventional thought.
- **Collegiality and Collaboration.** Encourage a spirit of collegiality and camaraderie among all members of the UTA community. Champion partnerships and collaborative efforts that increase the university's impact on society.



Scale of the Organization

UTA is the largest institution in the University of Texas System. As a large institution that operates much like a small city, we feel the effects of operating in a resource constrained world.

Due to the scale of our organization, we are able to:

- Draw from intellectual resources to establish thought leadership in critical issue areas
- Scale groundbreaking research and tools throughout the community as a living lab aimed at helping others through their sustainability journey
- Monitor and manage our own impacts so that we may 'walk the walk.'

We believe in the power of numbers and take our responsibility to the world around us seriously.

Students, Employees and Economic Development

Academic Year	2013-14	2014-15	2015-16	2016-17	2017-18
Students					
Global Enrollment ⁽¹⁾	47,963	51,448	55,183	58,664	56,547 ⁽³⁾
Fall Enrollment ⁽⁴⁾	33,329	34,870	37,008	39,714	41,750
Spring Enrollment ⁽⁵⁾	34,272	36,562	38,654	41,933	40,600 ⁽⁶⁾
Degrees and Certificates	9,647	10,715	10,585	11,526	5,330 ⁽⁷⁾
Staff					
	N.A.	4222	4587	4434	4540
Economic Development					
Endowment ⁽⁸⁾	\$101.7M	\$125.3M	\$129M	\$143M	n.a.
Net Revenues	n.a.	n.a.	n.a.	n.a.	n.a.

Notes:

(1) Total = absolute numbers between 2012/2013 and 2017/2018

(2) Distinct student count for the academic year. Metric is not indicative of what UTA reports to the Texas Higher Education Coordinating Board (THECB).

(3) As of report run date (3/15/2018).

(4) Distinct student count for the academic year. Metric is not indicative of what UTA reports to the THECB.

(5) Distinct student count for the academic year. Metric is not indicative of what UTA reports to the THECB.

(6) Preliminary Texas Higher Education Coordinating Board enrollment. May differ from final, certified and published figures.

(7) As of report run date (3/15/2018).

(8) As per Email from Dylan Clifford (UTA) from 19-Mar-2015: "There are currently 8038 unique IDs with active assignments in HCM. This total includes all Student Employees, Casual Employees, Temporary Employees, and Employees that have 0 FTE. All of the previously mentioned employee types are typically not reported when we are asked for an employee count. With those employee types removed, the total would be 4865."

(9) Published endowment metrics retrieved from <https://www.uta.edu/strategicplan/progress/index.php>.

Organizational Memberships & Affiliations

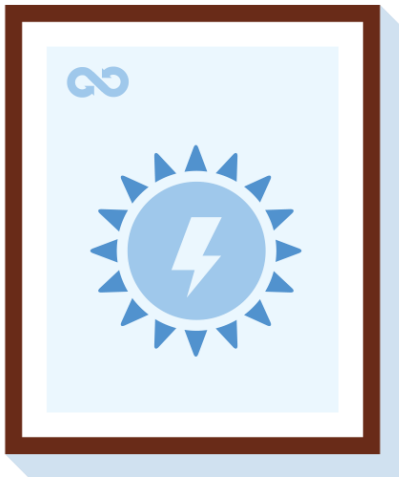
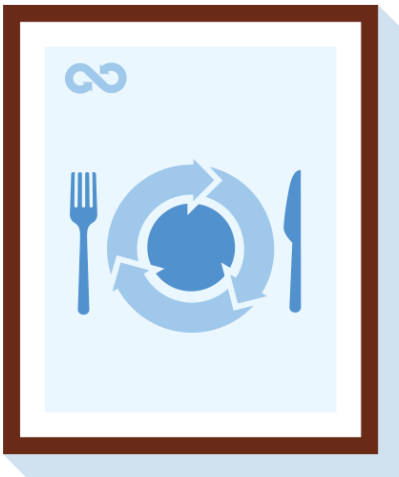
- [Association for the Advancement of Sustainability in Higher Education \(AASHE\)](#)
- [BioNorth Texas](#)
- [Center for the Integration of Research, Teaching and Learning \(CIRTL\)](#)
- [Council on Government Relations \(COGR\)](#)
- [Council on Undergraduate Research \(CUR\)](#)
- [Tech Titans](#)
- [Universities Research Association \(URA\)](#)
- [National Association Of College and University Business Officers \(NACUBO\)](#)
- [National Academy of Inventors \(NAI\)](#)
- [Oak Ridge Associated Universities \(ORAU\)](#)
- [The Academy of Medicine, Engineering, and Science of Texas \(TAMEST\)Tech Fort Worth](#)
- [Federal Demonstration Partnership \(FDP\)](#)

UTA's Accreditations

The following is a listing of the UTA colleges and respective organizations that provide program level accreditation.

<p><u>COLLEGE OF ARCHITECTURE, PLANNING, AND PUBLIC AFFAIRS</u></p> <p>Council for Interior Design Accreditation (CIDA)</p> <p>LEARN MORE</p>	<p><u>COLLEGE OF ARCHITECTURE, PLANNING, AND PUBLIC AFFAIRS</u></p> <p>National Association of Schools of Art and Design (NASAD)</p> <p>LEARN MORE</p>	<p><u>COLLEGE OF ENGINEERING</u></p> <p>Computing Accreditation Commission (CAC)</p> <p>LEARN MORE</p>
<p><u>COLLEGE OF ARCHITECTURE, PLANNING, AND PUBLIC AFFAIRS</u></p> <p>National Architecture Accrediting Board (NAAB)</p> <p>LEARN MORE</p>	<p><u>COLLEGE OF ARCHITECTURE, PLANNING, AND PUBLIC AFFAIRS</u></p> <p>Planning Accreditation Board (PAB)</p> <p>LEARN MORE</p>	<p><u>COLLEGE OF NURSING AND HEALTH INNOVATION</u></p> <p>Commission on Collegiate Nursing Education (CCNE)</p> <p>LEARN MORE</p>

<p><u>COLLEGE OF ARCHITECTURE, PLANNING, AND PUBLIC AFFAIRS</u></p> <p>National Association of Schools of Public Affairs and Administration (NASPAA)</p> <p><u>LEARN MORE</u></p>	<p><u>ARLINGTON'S COLLEGE OF BUSINESS</u></p> <p>AACSB-International – The Association to Advance Collegiate Schools of Business</p> <p><u>LEARN MORE</u></p>	<p><u>COLLEGE OF NURSING AND HEALTH INNOVATION</u></p> <p>Commission on Accreditation of Athletic Training Education (CAATE)</p> <p><u>LEARN MORE</u></p>
<p><u>COLLEGE OF ARCHITECTURE, PLANNING, AND PUBLIC AFFAIRS</u></p> <p>Landscape Architecture Accrediting Board (LAAB)</p> <p><u>LEARN MORE</u></p>	<p><u>COLLEGE OF ENGINEERING</u></p> <p>Engineering Accreditation Commission (EAC)</p> <p><u>LEARN MORE</u></p>	<p><u>SCHOOL OF SOCIAL WORK</u></p> <p>Council on Social Work Education</p> <p><u>LEARN MORE</u></p>



Awards & Accolades

2014

The U.S. EPA recognized UTA's efforts to reduce food waste and prevent tons of refuse from ending up in landfills each year. UTA was one of 50 colleges and universities in the U.S. and among the first to join the Food Recovery Challenge, a food waste reduction initiative that is part of the EPA's WasteWise program.

2016

UTA was honored to receive the Texas Environmental Leadership Award through STAR State of Texas Alliance for Recycling for Outstanding Compost Program.

2017

The U.S. EPA recognized UTA as the largest green power user in the sun belt conference. As part of the EPA's Green Power Partnership (GPP), aimed at protecting human health and the environment, UTA supports the voluntary use of green power to advance the American market for green power and the development of those renewable electricity sources.

2018

The National Association of College and University Business Officers (NACUBO) recognized UTA's Institute for Sustainability and Global Impact early in 2018 for the Excellence in Sustainability Award due to the strides made to implement sustainability-driven initiatives and influence others to act in the process.

2014

Under the leadership of the Office of Sustainability at UT Arlington, The United Nations University officially acknowledged North Texas as a Regional Centre of Expertise for Education in Sustainable Development.

RCE North Texas is a network of multidisciplinary stakeholders, including higher education institutions, businesses, non-governmental organizations, community associations, and local, regional, state and federal government agencies, and is focused on Good Health and Well-Being (3); Quality Education (4); Sustainable Cities and Communities (11) for the region.

As of January 2019, 168 RCEs have officially been acknowledged by the United Nations University worldwide.

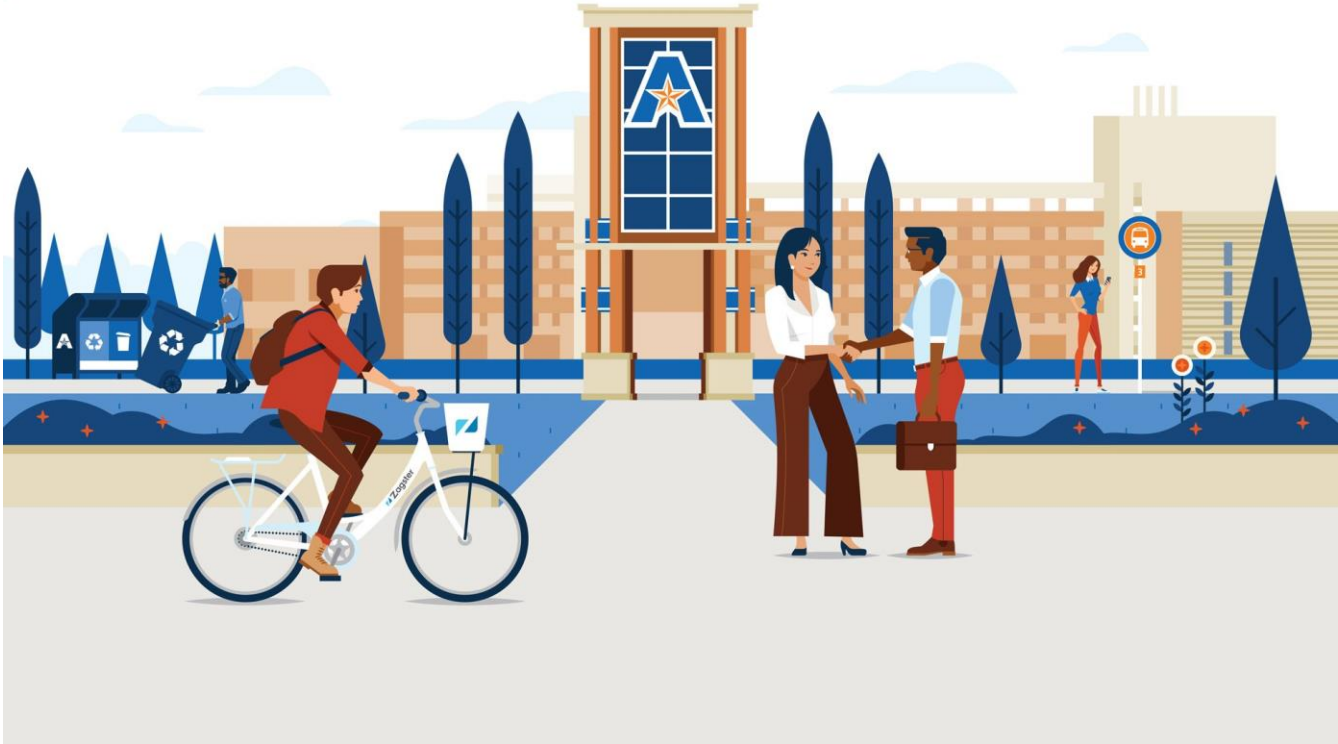
[Learn More](#)

UTA Rankings & Recognition

Our highly ranked academic programs attract the best and brightest scholars from around the world, and our faculty and students consistently receive national and international recognition for their accomplishments.

[Learn More](#)

About This Report



GRI ID 102-46

GRI ID 102-49

GRI ID 102-50

GRI ID 102-51

GRI ID 102-52

GRI ID 102-53

GRI ID 102-54

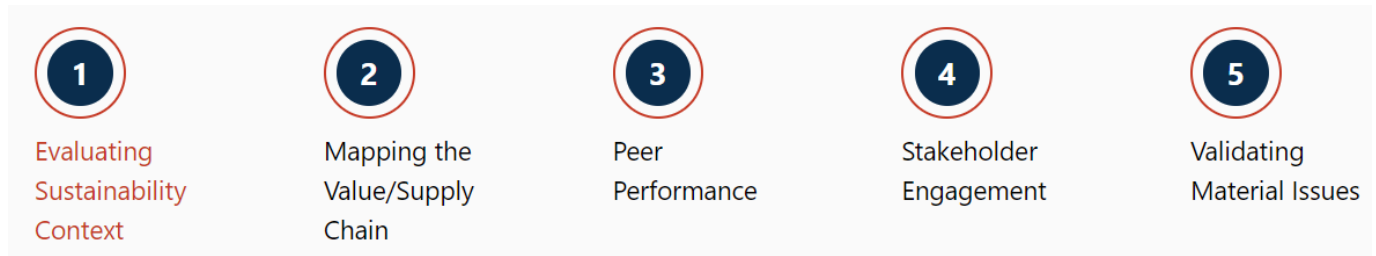
Our first GRI-based Sustainability Report was published at the G3.1 level in 2012. In 2017, we committed to transitioning to the GRI Standards (Core “In Accordance”) report, while integrating all detail to a web-based format. We anticipate this model to allow for simple performance updates moving forward.

The majority of data contained herein is based on a fiscal reporting cycle and highlights year-to-year comparisons and to provide context for our progress. For certain performance indicators, only data by calendar year or another annual period were available. In such cases, the reporting period is clearly indicated. Though the boundary of detail may also shift per metric, all falls under UTA’s operational control and is separate from the rest of the University of Texas system.

This report covers UTA’s significant economic, environmental, and social impacts along with topics that influence the assessments and decisions of its stakeholders. To ensure that this report incorporates UTA’s significant impacts along with the concerns of its stakeholders, the process involved includes mapping its value chain, evaluating its sustainability context, comparing its performance to peers, engaging with stakeholders and validating our final set of material issues. These activities are instrumental in determining not only UTA’s significant impacts, but also where and when they occurred. Data provided, if not explicitly referenced otherwise, is being generated and managed by UTA.

UTA is not seeking external assurance on this report at this time.

Report Development Process



- 1. Evaluating Sustainability Context:** In applying GRI's Principles for Defining Report Content and by harnessing the richness of our intellectual property, we were able to assess what our material issues mean to us and how they are managed (including our Governance).
- 2. Mapping the Value/Supply Chain:** To better understand our critical impacts and contributions to the world around, we analyzed our chain of control and influence.
- 3. Peer Performance:** UTA evaluates its performance against its peer institutions that report under the AASHE STARS Framework and GRI Standards to establish benchmarks for performance and best practice for change. These schools include nationally recognized institutions of higher learning and our peers from the UT community.
- 4. Stakeholder Engagement:** UTA maintains a continuous dialog with its stakeholders, which include faculty and staff, students, alumni, state and local agencies, and local community members. Since our last survey distributed to stakeholders in 2012, we have made a concerted effort to engage on a continuous basis on the topics outlined in this report and beyond.
- 5. Validating Material Issues:** Our step-by-step process for determining materiality was reinforced by ISGI's validation of the following topics, which also align to our larger [Strategic Plan 2020](#) and [Our Campus Master Plan](#). These include economic value generated for our campus community, labor, and issues related to our environmental footprint.

In striving for quality and excellence, not only in academia and our community, we invite others from all corners of the world to engage in the dialogue.

[CONTACT US](#)

Our Approach Towards Sustainability



GRI ID 103-1

GRI ID 103-2

GRI ID 201-1

Governance

6. UTA has published codes of conduct for students, faculty, and staff. All students at the University are expected to have read and understand the [Regents' Rules and Regulations](#). The Office of Student Conduct is committed to educating students about the Regents' Rules and Regulations and aiding them in navigating this necessary information. All students are expected and required to obey federal, state, and local laws, to comply with the Regents' Rules and Regulations, with the University of Texas system and institutional rules and regulations, with directives issued by an administrative official of the UT system or institution in the course of his or her authorized duties, and to observe standards of conduct appropriate for an academic institution. Faculty and staff conduct is guided by UTA's [Handbook of Operating Procedures \(HOP\)](#).

The Board of Regents

The Board of Regents, the governing body for the University of Texas system, is composed of [nine members](#) who are appointed by the Governor of Texas and confirmed by the Senate. In addition, the Governor appoints a student regent for a one-year term. The board selects the presidents of UT System universities. An [organization chart](#) is available. The University of Texas at Arlington [Handbook of Operating Procedures \(HOP\)](#) contains official [policies and procedures](#) for the governance of UT Arlington - University of Texas System (UTS). The [UTS Sustainability Practices](#) are provided through the Board of Regents Policy Library.

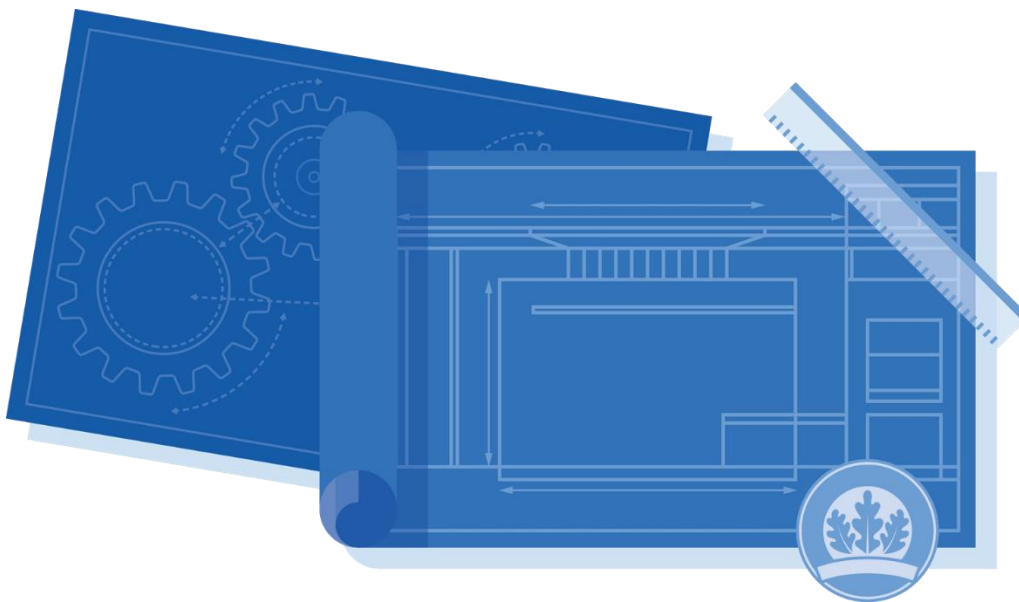
UTA's Sustainability Policy

Recognizing that universities must move to the forefront of society's sustainability efforts, we have increased and expanded our initiatives over the years by adopting and implementing sustainable practices and programs within all levels of the University. In addition to greening facility operations and improving natural habitats, we have been

implementing environmentally and sustainability focused curriculum, promoting innovative research, encouraging student initiatives, and sponsoring public service initiatives. To foster a university-wide and integrated approach, the [University Sustainability Committee](#) executes the [University's Sustainability Policy](#).

The University Sustainability Committee brings together faculty, staff, student body, and community members to address opportunities to promote university-wide sustainability in several areas, including facilities management, curricula, research, and public awareness. The committee develops and recommends policies and strategies to advance the University's commitment to leadership in campus sustainability. The ongoing purpose of the committee is to propose means by which the University can bring faculty, staff, students, and the entire community together to meet or surpass environmental standards, conserve resources and minimize waste, protect endangered habitats and species, and create a regenerative campus that is a model for development in North Texas and beyond.

The university's sustainability committee consists of representatives of staff, faculty, students, and community and alumni members. The committee provides advice on sustainability plans, reports, and products and discusses and creates options for various sustainability initiatives and projects. It enhances understanding and synergy of different groups working on sustainability issues on campus. In addition, it disseminates ideas and proposed directions to representative organizations and develops new and existing policies on topics such as transportation, academics, procurement, building design, climate change, dining services, landscape and habitat, energy and water conservation, environmental management systems, and waste reduction among other topics.



GRI ID 102-15

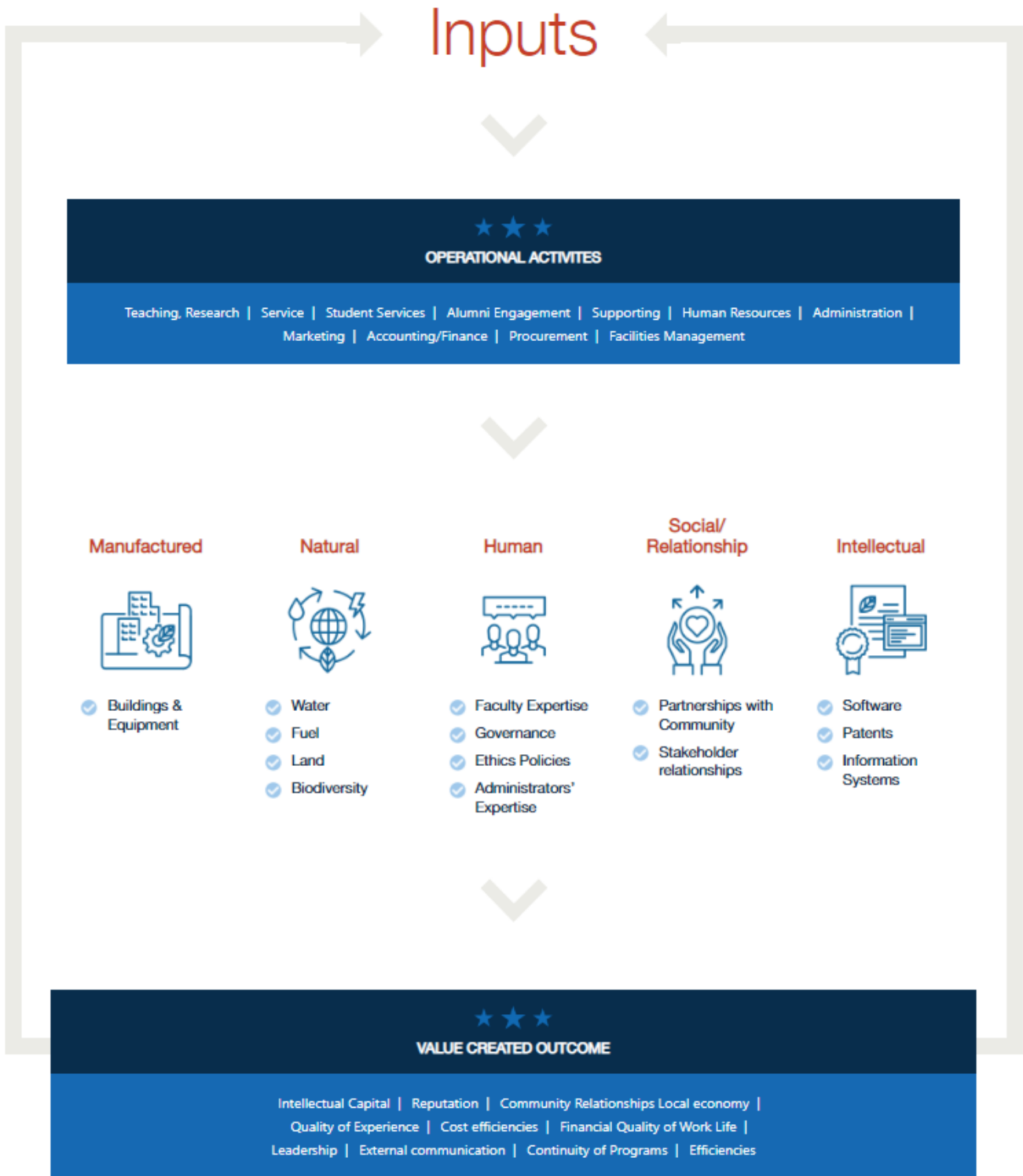
GRI ID 102-9

Value / Supply Chain

As a platform for our sustainability program, we utilize the six Integrated Reporting capitals (financial, natural, intellectual, manufactured, human resources, and social and relationship) in order to highlight the value sustainability creates for the University and outside communities. UTA's primary activities are research, teaching, service, student services, and alumni engagement. To support those primary activities, the University provides services from human resources, general administration, marketing, accounting and finance, procurement, and facilities management. In conducting its primary and supporting activities, UTA utilizes the six capitals in its pursuit of its mission as an institution of higher learning and the operations of its facilities. In the operation of its facilities,

the University has environmental impacts that affect the local community and its supply chain. To understand the supply chain, it is best viewed in context of UTA’s value chain depicted below.

IR Value Chain Model



The International IR Framework

UTA Supply Chain

The UT Arlington supply chain consists of vendors that provide office supplies, food, electronic equipment, janitorial supplies, and vehicles.



UT System Administration and institutions shall include the Policy on Utilization of Historically Underutilized Businesses (HUBs) in all invitations for bids, requests for proposals, or other purchase solicitation documents where subcontracting opportunities are probable and follow the procedures set out therein for award and administration of all contracts with an expected value of \$100,000 or more. The policy may be modified to address particular local conditions. Office supplies and electronic equipment are purchased from Staples through a contract with the vendor.

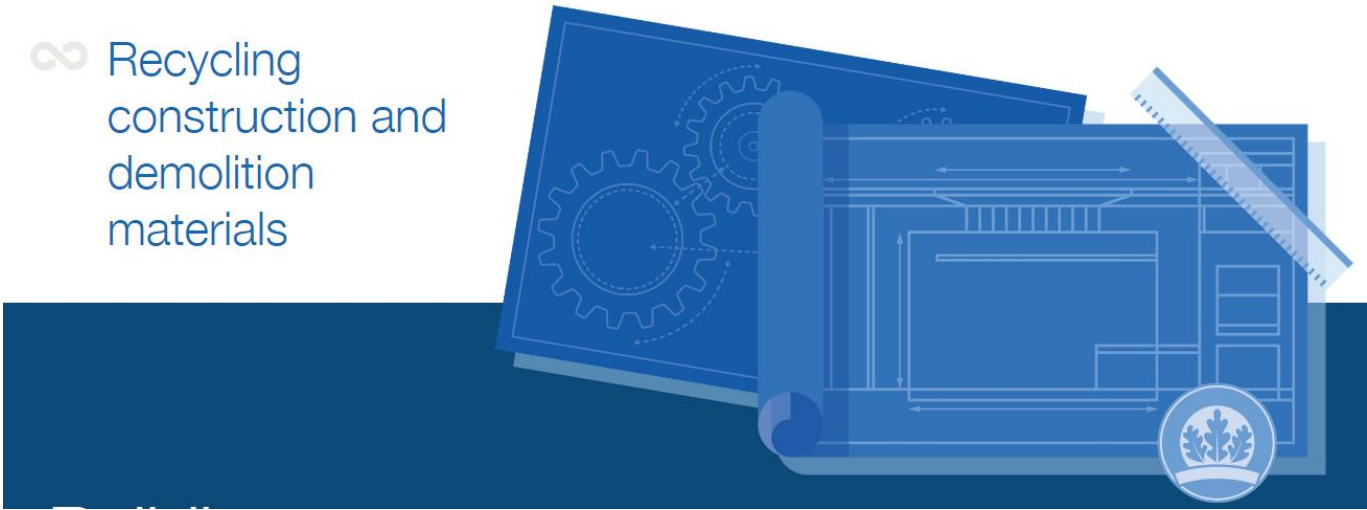
Food for dining services is provided by Chartwells, which purchases 100 percent certified seafood, cage-free shell eggs, grass-fed beef, rBGH-free milk and chicken, turkey and pork produced without the routine use of antibiotics. Chartwells offers Fair Trade Certified sustainable coffee on many campuses. They are committed to purchasing locally grown and organic produce whenever possible in support of local communities. Janitorial products are purchased from a variety of sources that provide Recycled Bath Tissue (Radiance), Green Certified Foaming Hand Soap (Symmetry) and Small Can Liner (Revolution) from recycled irrigation tubing. In addition, several 3M Products such as Green Sealed Certified are used in our daily cleaning.

Vehicles that are purchased by the University are done so through Texas Purchasing and Support Services (TPASS), which manages term contracts for state entities such as the University. UTA may purchase vehicles directly from vendors with TPASS term contracts. Purchasing through these vendors satisfies any requirement of state law relating to competitive bids or proposals.

Another supplier for vehicles on campus is Zipcar. In partnership with Zipcar since 2015, UTA provides a low cost, self-service program to thousands of their students, faculty, and staff.

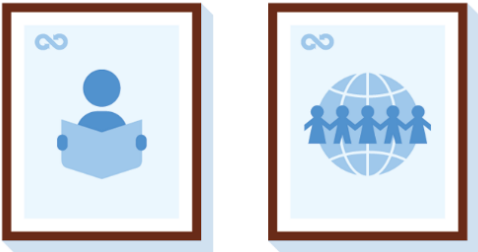
Circular Economy / Closed Loop

∞ Recycling construction and demolition materials



Building

In addition, our green building policy calls for recycling high tonnage construction and demolition materials in accordance with LEED building requirements during construction and renovation projects. The policy promotes reporting of recycled construction and demolition materials on major projects. As a result, the recent period of intense construction activity positively impacted our recycling program and diversion rate.



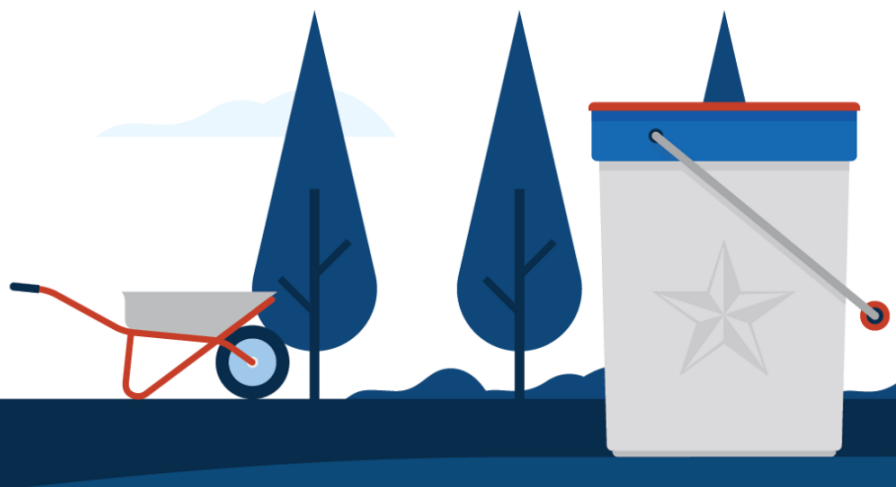
Reusing millions of books every year and contributing books to developing countries and libraries



Reusing and Recycling Textbooks

UT Arlington’s bookstore is a member of the Follett network of bookstores, which reuses millions of books every year through its used book and rental program. Follett sends out-of-print or old edition books to libraries and schools in developing countries through the Bridge to Asia and Better World Books programs. We are pleased to contribute to these programs and plan to report textbook recycling results in future reports.

∞ Composting
approximately
32 tons of food
waste annually



Composting

The university's composting program began in fall of 2005 with one dedicated volunteer, one acre, and a few hundred feet of hoses. As word of the program grew, composting volumes increased and it was time to expand. The City of Arlington provided a startup grant to purchase a Bobcat and rotary compost unit and to extend water and electricity to the composting lot. To date, the program has managed to compost approximately 32 tons of food waste annually from on-campus dining services and off-campus coffee shops and hospitals as well as yard waste collected from campus ground crews.

GRI ID 102-40

GRI ID 102-42

GRI ID 102-43

GRI ID 102-44

Stakeholder Engagement

Stakeholders are critical to the process we undertake to assess, monitor and manage our organizational footprint. Stakeholders are entities or individuals that can reasonably be expected to be significantly affected by our activities and services or whose actions can reasonably be expected to affect the ability of university to implement its strategies or achieve its objectives. We mapped our key stakeholders based on our mission and operations. In addition, we analyzed our value chain to identify stakeholders present there. Our stakeholders provide important feedback to us about the content of this report and other matters affecting our mission and operations. A list of stakeholders, modes of engagement, frequency of engagement, focus of engagement, engagement outcomes, and engagement response is presented below.

Stakeholder Assessment

As university stakeholders, accrediting organizations through their periodic review inform the University of adherence to established standards of quality and conduct. These accreditations are key to delivering high quality education and research. At the institution level, UTA is accredited by the [Southern Association of Colleges and Schools Commission on Colleges](#) (SACSCOC) in accordance with [The Principles of Accreditation: Foundations for Quality Enhancement](#). SACSCOC conducts a comprehensive review of its institutions every ten years along with a fifth-year interim report.

Validating Material Issues

Validation conducted through the Sustainability office at UTA has occurred by aligning to AASHE initiatives, with the help of external experts and the campus community since we embarked on this journey in 2012 with our first Sustainability Report.

UTA's Evolution in Identifying Material Impacts

2012

- 1 Draw alignment between the GRI Reporting Framework, the most widely used standard for sustainability reporting worldwide; and AASHE's Sustainability Tracking, Assessment & Rating System™ (STARS), a transparent, self-reporting framework for colleges and universities to measure their sustainability performance.
- 2 Execute an anonymous survey to identify and rank sustainability topics of the greatest importance to a sample of key stakeholders; representative sampling consisted of internal stakeholders (faculty, staff, and administration) and external stakeholders (primarily students along with student families, prospective students, government representatives, local businesses, and self-described 'others').
- 3 Validate a shortlist of key impacts and to determine report topics.

2013

- 1 Set goals that focus on the University's key environmental impacts and align with and support UTA's strategic plan and the campus master plan.
- 2 Develop the University sustainability committees' action plans and performance measures needed to assess progress.

2014

- 1 Strengthen data management practices.
- 2 Evaluate performance against goals.
- 3 Align efforts more closely to sustainability in higher education.
- 4 Gather and address sustainability interests from the local and university community.
- 5 Give shape to the larger campus Strategic Plan 2020.

2018

- 1 Map the value chain.
- 2 Evaluate sustainability context at UTA.
- 3 Compare campus performance to peers.
- 4 Validate a final set of material issues by also accounting for stakeholder input gathered over the years.

Our Approach to Sustainability

SUSTAINABLE DEVELOPMENT GOALS

Identified Material Topics

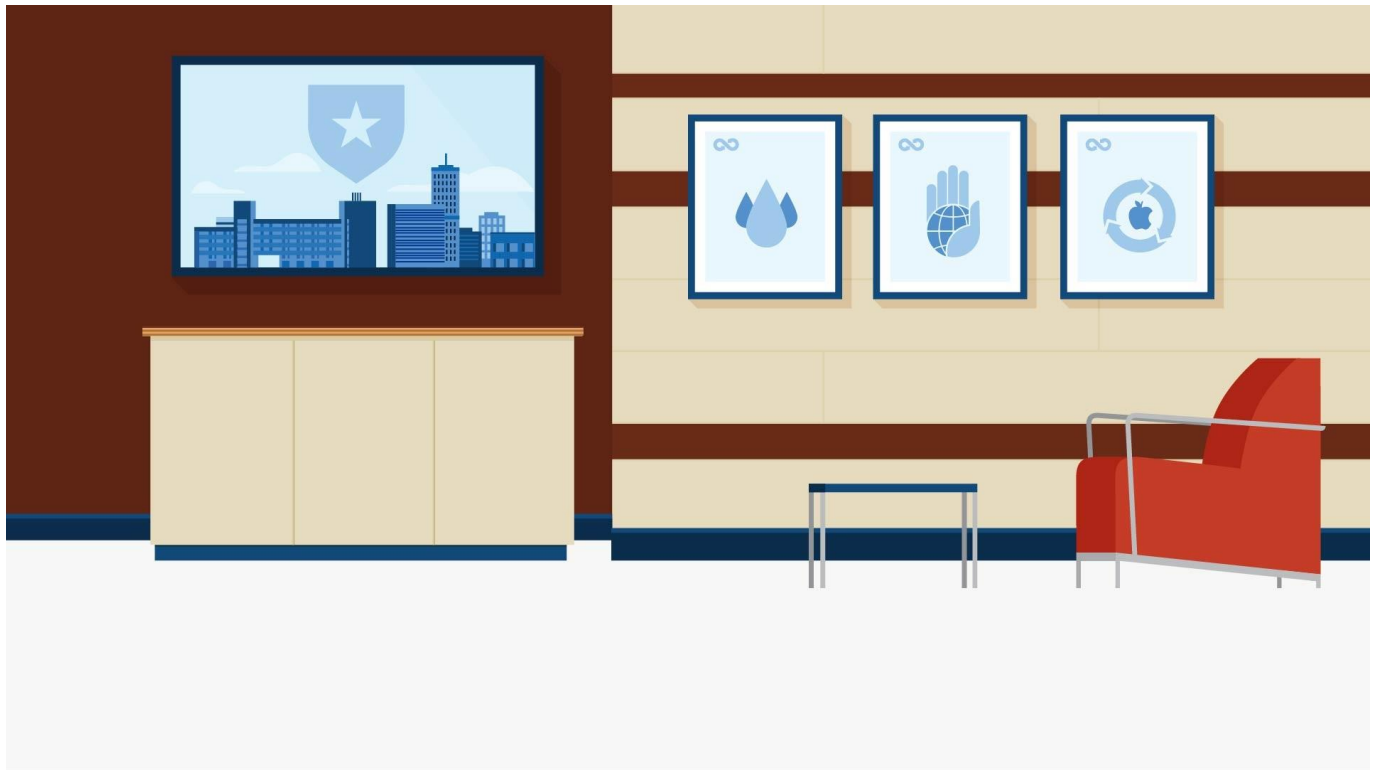
The topics identified as material to this report are our significant economic, environmental, and social impacts, and/or they have substantial influence on the assessments and decisions of our stakeholders. Our value chain evaluation sets the sustainability context by depicting what the University's impacts are and where its impacts occur. The table below provides the list of topics deemed material based on our assessment of our sustainability context in our local and regional areas and in consultations with stakeholders. As our intention is to set more tangible short, medium and long-term goals for advancing change, we have anchored our efforts in the United Nations' Sustainable Development Goals.

Readers may find that we have opted to report on other issues outside our highest-ranking items, such as occupational health and safety topics covered in our agreements with trade unions and discrimination. This is because we are resolute on being the change we want to see and so as long as we do not uphold the same morals we strive for in the classroom, we cannot ethically claim our status as a sustainability leader in higher academia. Therefore, we will continue to monitor and report our performance in additional areas that we feel are vital to sound organizational management.

Key Issue	Relevance	Priority	Boundary of Control	Stakeholders Affected/Responsiveness
Economic Development	Maintain economic and financial performance, affordability, continue financial support, create jobs.	High	Inside/Outside	
Responsible Purchasing	Support environmental and human rights.		Inside	Suppliers Procurement policies
Energy	Reduce environmental and financial impacts.	High	Inside	UTA Campus Energy conservation programs implemented
Transportation	Reduce traffic of single passenger cars Increase shuttle bus and ride/bike share participation.	High	Inside/Outside	City of Arlington, UTA Campus, North Central Texas Business Council of Governments, Trinity Railway Express
Waste	Reduce environmental and financial impacts.	High	Inside/Outside	Waste Contractor UTA Campus Active Recycling and composting implemented
Water	Reduce high usage to ameliorate effects of regional drought risk.	High	Inside/Outside	City of Arlington, UTA Campus Water conservation program instituted

Key Issue	Relevance	Priority	Boundary of Control	Stakeholders Affected/Responsiveness
Local Community	Garner support for Strategic Plan, improve social and financial relationships with community.	High	Inside/Outside	North Texas Region UTA Campus Chamber of Commerce
Diversity and Inclusion	Support inclusivity with multicultural education. Hire staff according to guidelines.	High	Inside	Faculty Students Human Resources
Faculty and Staff	Improve quality of work life with opportunities for improving skills and career path.	High	Inside	Faculty Fellowships

Environmental Impacts



GRI ID 103-1

GRI ID 103-2

GRI ID 103-3

Managing Our Environmental Impacts

Managing the environmental impacts of a 420-acre campus is a challenge. UTA is committed to the triple bottom line and strives to become a leader in campus sustainability through the efforts of administration, faculty, staff, and students. The university is actively engaged in greening facility operations, promoting innovative research, supporting and encouraging student initiatives, implementing environmentally- and sustainability-focused curriculum, and sponsoring public service initiatives. We have a recycling policy, green building policy, and an anti-idling policy to show our commitment to reducing our environmental impact. We are members of Air North Texas – a regional public awareness campaign and partnership that seeks to improve air quality in North Texas and as a partner we work with them collaboratively to improve the air quality of the region. We offer programs like car sharing, bike sharing, and ride sharing to reduce the emissions from greenhouse gases (GHGs) and reduce congestion on campus.

The Institute for Sustainability and Global Impact engages with all the departments on campus through the Office Green Team program. The Green Office Program goes beyond the typical environmental initiatives that many individuals, offices, and departments at UT Arlington already support. This program takes a coordinated, long-term and campus-wide approach, providing resources, helpful guidelines, and on-going consultation as needed.

The success of sustainability initiatives implemented on and by the campus community requires engagement, participation, and collaboration at all levels of the University, across campus – and beyond. We are making great progress within the institution and through partnerships with communities, businesses, government, and other higher education sectors.

Universities act as catalysts for sustainability efforts in the cities in which they are located and are unique in that they have an opportunity to influence not only the community around them, but also the students, faculty, and staff

within. Today, most campus sustainability initiatives comprise cost savings from the use of long lasting CFL bulbs or double paned windows. But economic benefits are not the only force behind sustainability here at UTA. We tap into the “moral imperative,” based on the concept of systems thinking — that everything is a piece of the puzzle. It is important for us to not only draw the connections between natural ecosystem services and the economy, but also to communicate those connections to others and motivate them to take action. Students attending a university that places high value on sustainable operations and education are more likely to take this mindset to their future places of employment where they can help shape the future of environmentally-friendly organizations. We hope that our leadership and accomplishment towards sustainability will serve as an example for other educational institutions.

Why This Matters to Us

Due to the nature of our operations in the North Texas region, UT Arlington has specific material environmental impacts from the utilization of energy, generation of emissions, consumption of water, and creation of effluents and waste. We have a full-service, 24-hour operation that includes housing facilities, businesses, a transportation fleet, and a police force. Our physical presence in downtown Arlington spans 420 acres with 112 buildings and a thermal plant that provides heating and cooling services. Our impacts occur primarily on and around campus. We generate greenhouse gas emissions that result from a variety of activities such as lighting, heating, and cooling buildings or traveling to meetings. Our direct (Scope 1) emissions are from sources that we own or control like our campus bus service, business travel in a university car, or the combustion of fuel in our thermal plant; these emissions are within UTA’s organizational boundary. Our indirect emissions (Scope 2) result from electricity purchased from an outside utility provider. At this time UTA is not reporting on indirect emissions (Scope 3) that we do not control such as employee commuting and business travel, third-party distribution and logistics, and purchased goods. We lack the data to make those calculations.

How We Manage

Our aim is to manage operations responsibly so that we reduce our environmental impacts. Toward that end, the [Campus Master Plan](#) provides a blueprint for responsible development through mindful planning and design that focuses on sustainable buildings, resource stewardship, and climate-responsive outdoor spaces accentuated by native plants.

[The Office of Sustainability](#) collaborates with the [Office of Facilities Management](#), and a range of individuals and groups across the University to develop a set of environmental goals and key approaches for performance improvement in the areas of greatest impact: energy and buildings, transportation, waste, and water. They also incorporated plans related to habitat and open space development, which have interdependencies with the key environmental areas. Aligned with the [Campus Master Plan](#), the goals and plans outlined in this section represent the University’s [Environmental Action Plan](#).

How We Evaluate and Improve

The Institute for Sustainability and Global Impact (ISGI) in collaboration with Office of Facilities Management tracks data for energy usage and efficiency, recycling, usage of the car sharing and bike sharing program and continuously strive to improve. ISGI works collaboratively with various departments on campus such as Parking and Transportation, Dining Services, Housing, and Student Affairs to engage and educate students, faculty, and staff on various programs.

The Environmental Health & Safety Office performs periodic internal program reviews and participates in the UT System Environmental Health & Safety Peer Review Process. The Peer Review Process was developed to identify safety and environmental compliance issues, as well as find possible methods to improve the effectiveness and efficiency within established programs. Additionally, the Environmental Health & Safety Office has implemented an Environmental and Regulatory Management System (ERMS), which is a methodical approach to minimize adverse environmental impacts, maintain regulatory compliance, promote sustainability, and encourage safe work practices

at the UT Arlington. Environmental Health & Safety continuously monitors and improves operations, with the goal of meeting or exceeding our compliance with applicable environmental, health, and safety regulations, policies, and voluntary standards.

GRI ID 307-1

GRI ID 103-1

GRI ID 103-2

Ensuring Environmental Compliance

Environmental compliance and chemical and biological safety in research laboratories and other university areas are critically important to the University. The Texas Commission on Environmental Quality, the Texas Department of State Health Services' Radiation Control Program, and the U.S. Environmental Protection Agency regulate specific campus activities such as academics, research, and facilities management. The university's Environmental Health & Safety (EH&S) Office manages environmental impacts and compliance through its environmental and regulatory management system (ERMS) and through the University Sustainability Committee and the Institute for Sustainability and Global Impact (ISGI.) EH&S uses the ERMS to ensure regulatory compliance and best management practices for activities that have potentially significant environmental, health, and safety impacts.

In January 2010, EH&S implemented a chemical environmental management system (CEMS), which includes a comprehensive chemical inventory system that can record the quantity, type, and location of chemical and biological agents and hazardous waste stored in laboratories. The CEMS can identify surplus chemical or chemical reuse opportunities by other researchers at UT Arlington. The barcode-based system helps reduce unnecessary purchases because it tracks chemical inventories and allows researchers to share costly chemicals rather than buy new batches when only a small amount is needed.

UT Arlington is licensed by the State of Texas to use radioactive materials in research, development, and instruction. Strict adherence to established federal and state procedures is essential to ensure the safety of students, faculty, staff, and the general public. Radioactive materials are licensed, and faculty members who work with radioactive materials work with a dedicated Radiation Safety Officer to ensure compliance with regulatory requirements. The resulting low-level radioactive waste is stored in secured on-site areas until it is no longer radioactive, and then it is disposed of in accordance with the University's decay-in-storage procedures.

GRI ID 305-1

GRI ID 105-2

GRI ID 105-4

Reducing Emissions

The Institute for Sustainability and Global Impact is focused on identifying, addressing, and reducing the University's greenhouse gas (GHG) emissions through multiple approaches.

Since 2010, UTA has refreshed its Scope 1 and 2 GHG inventory in accordance with the [GHG Protocol, Corporate Accounting and Reporting Standard](#) every five years. This standard represents the best practice in GHG accounting for corporations, government entities, and universities. Our Scope 1 emissions data includes the quantity of natural gas used in university's buildings, the quantity of fuel used in university vehicles, and refrigerant purchased by the University, while Scope 2 is based on purchased electricity. In the table below, data from UT Arlington's "Greenhouse Gas Emissions Inventory" is compared across time periods starting with a 2005 base year. This inventory will be used on an ongoing basis to monitor progress towards the University's energy and environmental goals and will serve as a measure of environmental performance.

UT Arlington Scope 1 and Scope 2 Emissions Inventory

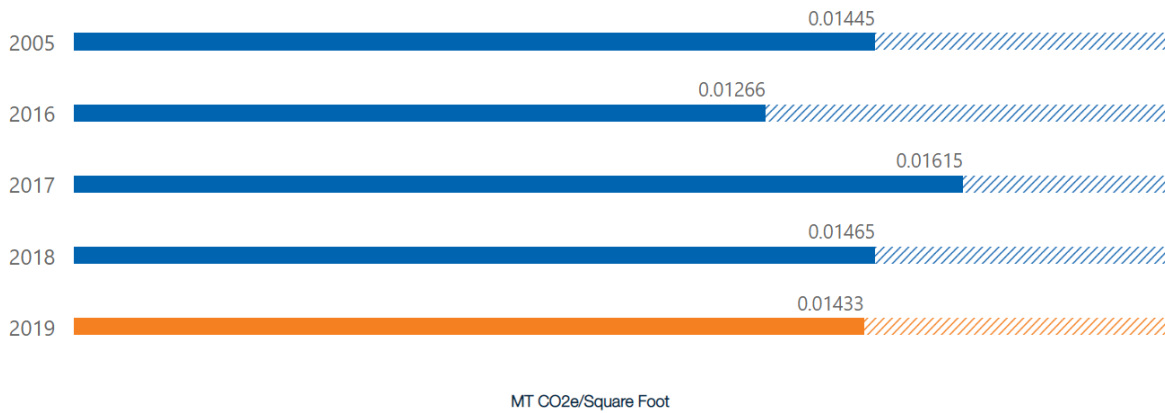
Emissions Source	2005 (metric tons CO ₂ e)	2010	2016	2017	2018	2019	% Change from 2005	% Change from 2010	% Change from 2016	% Change from 2017	% Change from 2018
Total Scope 1 Emissions	25,522	21,092	21,080	18,059	19,832	22,052	-13.60%	4.55%	5%	22%	11%
Vehicle Fuel Use	4,629	1,953	788	845	760	646	-86.04%	-66.91%	-18%	-24%	-15%
Natural Gas Combustion	17,038	17,922	20,175	16,618	18,740	21,031	23.43%	17.35%	4%	27%	12%
HCFC – 22	3,856	1,217	117	540	238	220	-94.29%	81.90%	88%	-59%	-7%
Total Location-Based Scope 2 Emissions	58,456	54,857	60,032	54,386	51,134	51,801	-11.38%	-5.57%	-14%	-5%	1%
Electricity Usage	58,456	54,857	60,032	54,386	51,134	51,801	-11.38%	-5.57%	-14%	-5%	1%
Total Emissions	93,978	75,949	81,112	72,445	70,966	73,853	-21.41%	-2.76%	-9%	2%	4%

Changes in totals and percentages are attributed to the following:

- Total Scope 1 and 2 emissions for UT Arlington increased. We began monitoring data in 2005 because of a 12.5 percent increase in natural gas consumption and an approximately 15 percent increase in electricity consumption on the campus.
- The increase in GHG emissions associated with the increased electricity usage decreased since 2005 due to changes in electricity emissions factors used in the analysis to reflect an overall cleaner electric grid.
- UT Arlington reduced emissions from both refrigerant usage and its vehicle fleet between 2010 and 2016: HCFC – 22 emissions decreased by 90 percent and vehicle fleet emissions decreased by roughly 60 percent.
- Scope 1 and 2 emissions increased by only 6.8 percent between 2010 and 2016 during which time we increased by 20 percent the square footage of buildings on campus. Although total emissions increased, facility emissions from natural gas and electricity per building square foot decreased by 12 percent between 2010 and 2016, as shown in chart below.

UT Arlington GHG Emissions Intensity

(Scopes 1-2 per sq.ft)



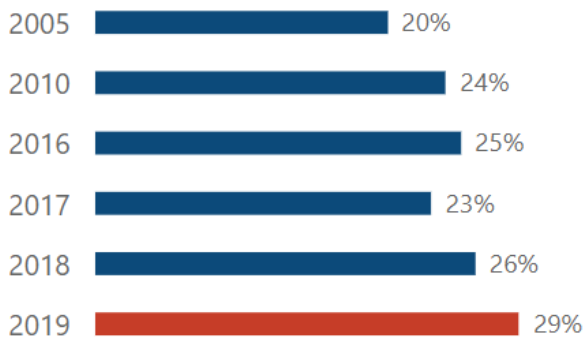
GHG Emissions by Source (metric tons of CO2e)

The charts below report the portion of GHG emission that each source contributed within the overall GHG inventory for two time periods. Electricity usage represented the largest source of emissions followed by emissions from natural gas consumption.

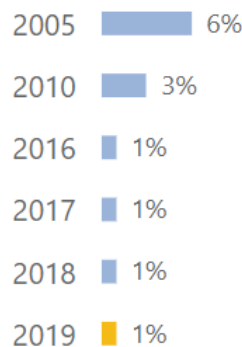
Electricity Usage — 4% Reduction



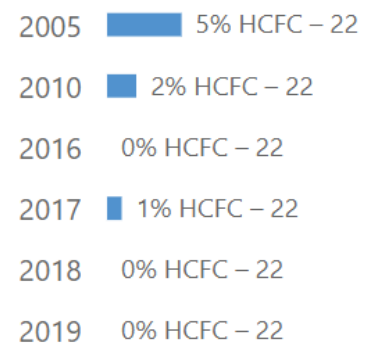
Natural Gas — 4% Increase



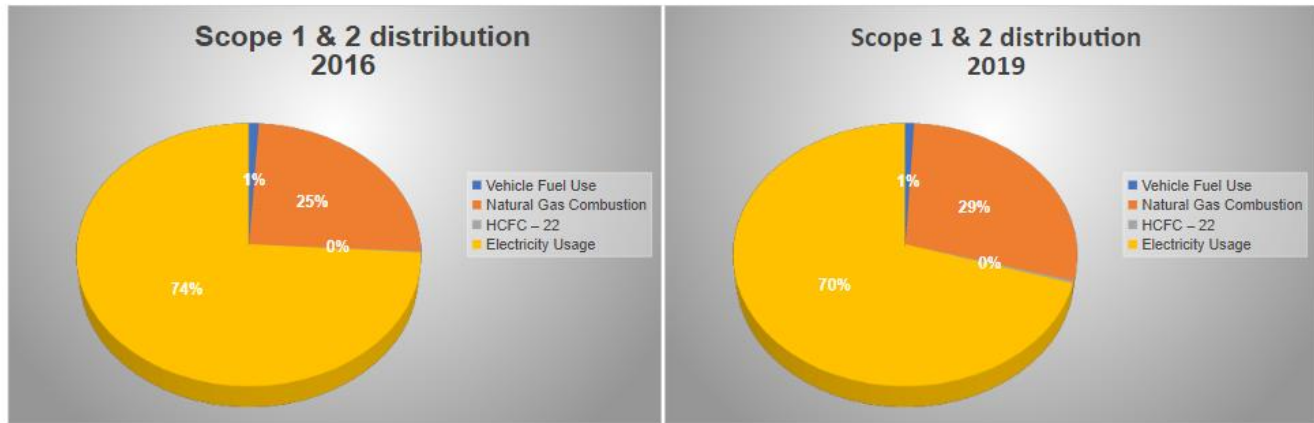
Vehicle Fuel — 0% Reduction



HCFC – 22 — 0% Reduction



GHG Scope 1 & 2 Distribution



GRI ID 302-1

Reducing Energy Consumption

The UT Aggregation Group (consisting of 12 University of Texas components in addition to UT Arlington) negotiated a 10-year retail electricity contract to begin in January of 2018 at a very favorable rate. During FY16, UT Arlington finalized a natural gas contract effective May 2017 through April 2022, also at a very favorable rate. Any cost savings resulting from these energy contracts may allow further improvements to our facility infrastructure to provide additional utility consumption reductions.

Energy consumption is UT Arlington's largest source of GHG emissions, accounting for nearly 75 percent of the University's total emissions. This energy is intimately tied to buildings: heating, cooling, and lighting more than 6.5 million square feet of building space and powering electronic equipment, computers, and devices require a great deal of energy. With a growing campus community and a variety of energy-intensive buildings such as laboratories, data centers and research facilities, energy conservation is a critical component of responsible growth and cost control.

Waste Type and Disposal Method

	2012	2013	2014	2015	2016	2017	2018	2019	2020
Co-mingled Single Stream	425,617	716,060	692,640	627,640	269,390	377,600	254,560	396,000	363,180
Paper	397,593	312,560	323,470	409,500	252,040	434,400	307,160	185,520	19,380
Alkaline/Rechargeable Batteries	279	870	454	2,342	1,491	NA	0	0	0
Electronic Waste	5,757	21,462	22,775	5,424	12,074	14,512	10,187	17,012	0
Plastic/Aluminum Outdoor Dream Machine Kiosks	10,825	12,622	10,381	5,880	3,338	1,956	0	0	0
Food Waste	61,649	71,764	65,357	70,932	84,076	92,452	91,084	85,198	24,332
Lamps	1,593	2,595	200	2,030	264	605	1,549	476	417
Oil (821 Gals. X 7.5)	445	3,997	3,749	3,830	6,158	5,100	2,250	3,000	914
Oil Filters	150	550	1,250	300	240	450	650	700	15
Metal	114,091	107,540	78,160	96,600	152,430	231,096	174,047	324,817	
Printer Cartridges			2,155	3,909	4,548	1,905	0	0	0
Tires		14994	9,460	5,380	5,560	8,640	7,880	7,500	11,170
Shredding Paper							33,824	28,632	
Pallets							57,680	38,911	
Batteries	455	650	0	0	0	0	0	6,803	0
Wood	4,780	0	0	0	0	0	0	0	0
Glass	12,900	0	0	0	0	0	0	0	0
Total (lbs.)	1,036,134	1,265,664	1,210,051	1,233,767	791,609	1,168,716	940,871	1,094,569	419,408
Tons	518	633	605	617	396	584	470	547	209.704

Note:

All waste data is reported in calendar year rather than fiscal year. Estimated weights are noted. Universal waste is disposed of as hazardous waste. Our municipal waste goal uses 2006 as a baseline year, because 2005 waste data is not available from some waste providers. Waste data was provided by the Office of Facilities Management, waste vendors, and green building project contractors, and consolidated by the Office of Sustainability for this report.

Our Municipal Waste Goal

Our waste reduction goal is focused on waste comprised of items we throw in trash cans as well as construction and demolition waste from building activities. Despite years of awareness building and efforts to reduce waste, we continued to encounter year-over-year increases since we started tracking this metric in 2012. Over the last few years, we've started to notice decreased single-stream recycling managed by local vendors. We believe this is due to less materials used overall and our ability to increase recycling of other materials, such as food waste, oil, metal,

batteries, wood, glass, and printer cartridges on campus. Nevertheless, we saw an increase of nearly 13% increase of all forms of recycling from our 2012 baseline by the end of 2018. We believe this is an impressive achievement, given our rapid growth over the past five years. We will continue to find ways to reduce and divert our waste through the efforts described in this section.

We are taking action to reduce our municipal waste by 20 percent by 2020 from 2006 levels through these approaches

Reduce, reuse, and recycle.

Focus on food waste.



Reduce, Reuse, Recycle

The University Sustainability Committee’s Waste Reduction work group collaborates with academic and administrative departments to find ways to reduce the unnecessary use of materials, reuse items and supplies, and increase recycling. In order to foster deep and lasting reduce-reuse-recycle habits, we must adopt a systematic, sustained approach that influences nearly 40,000 individuals across the campus community. The effort must include the coordination of every department and the education and engagement of every student, which is quite a challenge. It also requires multiple points of communication and training over a long timeframe. We are building on our current successes and working to identify additional opportunities to expand our influence and reach. For example, we will continue to engage environmentally-minded student groups, such as those mentioned in the Encouraging Recycling section, to help get the word out.

Reduce

Reducing new materials is the best and most direct means to lower our waste streams because as soon as these materials are used, they become waste. During periods of rapid growth, this is especially challenging. We will continue to explore ways to reduce both the amount of goods we purchase and the environmental impacts of the goods and services we use.

Reuse

To keep usable items out of the landfill, we encourage reusing materials and supplies through a variety of programs:

- (a) Office supply swaps encourage departments to save excess, unused, and gently used supplies that can be used by colleagues, thus delaying the need to order new supplies.
- (b) The Mavericks Give Back program for on-campus students collects clothing, food, toiletries, and bedding from outgoing residents at the end of each semester. The supplies are donated for charitable reuse in the community. We are evaluating the expansion of this program to a campus-wide collection day.
- (c) The Asset Management Department in the Office of Business Affairs and Controllers collects discarded or unused items throughout the campus and stores them for reuse or for online resale.

Recycle

From an environmental perspective, recycling materials to make new goods reduces the need to grow, mine, or process virgin raw materials and reduces the energy and greenhouse gases associated with virgin material extraction and processing. Recycling also diverts materials from landfills, which saves landfill space and reduces methane gas emissions, a natural byproduct of waste decomposition. Recycling has economic benefits as well. Commodities markets pay varying prices for recycled materials such as paper, wood, plastic, and metals. Recycling also lowers the costs associated with garbage dumpster rentals, hauling services, and landfill tipping fees.

Recycling on Campus

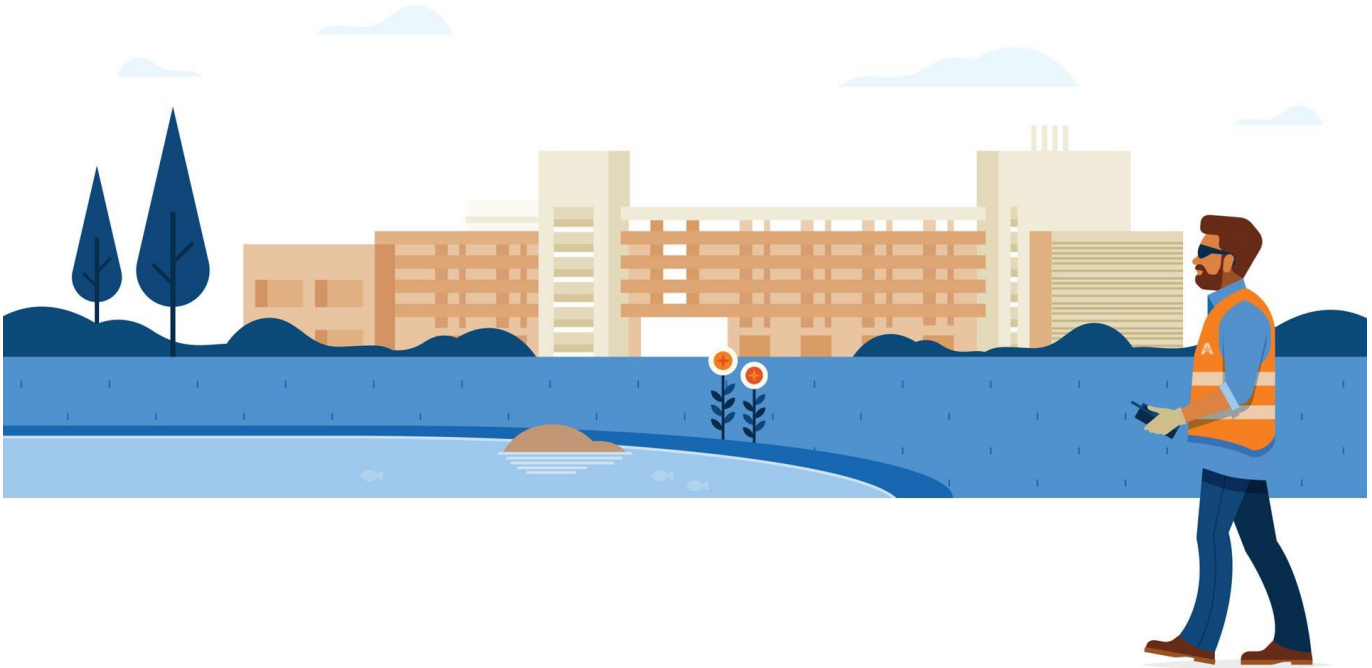
In 1994, the UT Arlington Staff Advisory Council received presidential approval to begin a recycling program. Since then, UTA has made steady strides in developing an award-winning program. The university adopted a recycling policy in 2011 to provide campus-wide guidelines.

In addition, our green building policy calls for recycling high-tonnage construction and demolition materials in accordance with LEED building requirements during construction and renovation projects. The policy promotes reporting of recycled construction and demolition materials on major projects. As a result, the recent period of intense construction activity positively impacted our recycling program and diversion rate.

The ISGI works through the Office of Facilities Management and coordinates with every university department to manage recycling efforts. Over the years, the recycling program has received awards from the National Wildlife Federation and the Tarrant County Corporate Recycling Council.

Our two main recycling challenges are logistics and behavior change. From a logistics perspective, a large campus with diverse activities means we need enough bins in the right places to capture as much recyclable material as possible.

To encourage behavior change, the Institute for Sustainability and Global Impact (ISGI), the Administration and Outreach Work Group, and several student organizations and volunteers work hard to increase recycling awareness throughout the campus community. The University's sustainability website includes a special recycling section that provides tools and tips as well as an interactive map of all on-campus recycling stations.



Partnership with U.S. EPA WasteWise

UT Arlington became a U.S. EPA WasteWise partner in the 2011-2012 academic year. WasteWise is a national program that helps organizations reduce waste and manage materials through waste prevention and recycling efforts. The university is the only higher education WasteWise program partner in the state of Texas.



Reusing and Recycling Textbooks

UT Arlington's bookstore is a member of the Follett network of bookstores, which reuses millions of books every year through its used book and rental program. Follett sends out-of-print or old edition books to libraries and schools in developing countries through the Bridge to Asia and Better World Books program. We are pleased to contribute to these programs and plan to report textbook recycling results in future reports.

Food Waste



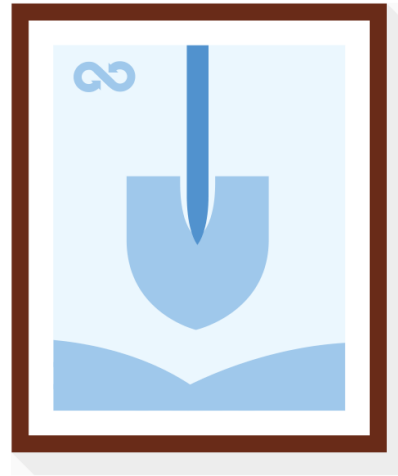
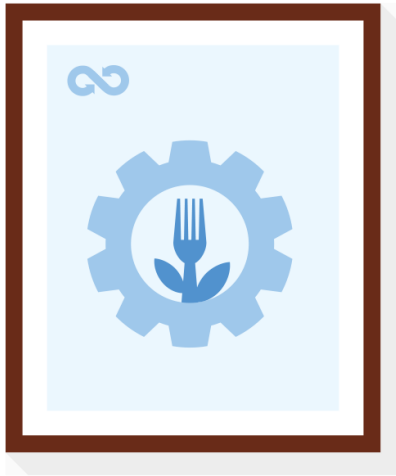
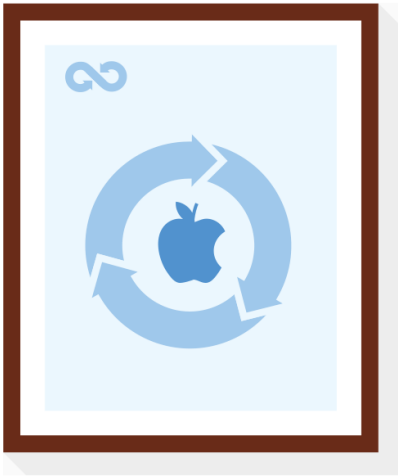
Focus on Food Waste

Food waste is an emerging issue with environmental, social, and economic impacts, and UT Arlington recognizes the importance of minimizing food waste on our campus. We approach this issue in multiple ways, including collaboration with our dining services provider, involvement in the EPA's Food Recovery Challenge, and development of our award-winning composting program.

Composting

Composting is a key component of our larger waste strategy. It's no easy feat and after years of striving for an overall waste diversion rate of 20%, we are confident that we are on track to achieve this goal by 2020 based on a 2006 baseline. By the end of 2018, we composted 46 tons of organic matter. That's nearly 15.2 tons more than composted in 2012 when we first started tracking this detail.

Food	2012	2013	2014	2015	2016	2017	2018	2019	2020
Waste composted (in tons)	30.8	35.8	32.7	35.5	42	46.2	46	43	12
Community Garden Donated Food (in tons)	7.6	0.9	0.8	0.5	0	0.2	0	0	0
Total	38.4	36.7	33.5	36	42	46.4	46	43	12.2
Change (in tons) from 2012	-	-1.7	-4.9	-2.4	3.6	8	7	4	-26.3
Change (in %) from 2012	-	-4.4%	-12.8%	-6.3%	9.4%	20.8%	19.8%	10.9%	-68.34%



Reducing Food Waste

U.S. EPA's Food Recovery Challenge

UT Arlington is one of 50 colleges and universities in the U.S. and among the first in Texas to become a partner in the U.S. EPA's Food Recovery Challenge, a food waste-reduction initiative within the EPA's WasteWise program. Partners commit to at least a 5 percent increase from their baseline year in at least one of the three food diversion categories (prevention, donation, and composting) or to a combined five percent increase across all three food-waste diversion categories. UT Arlington has committed to increasing the amount of composted food waste by five percent and has surpassed that goal since 2015.

Green Dining Initiatives

UT Arlington contracts with ARAMARK, a dining services provider committed to sustainability. The Dining Green program at UT Arlington, a partnership with ARAMARK and UTA, features trayless dining that reduces food, water, and chemical waste; plastic and paper waste recycling; and biodegradable to-go containers and utensils. All used cooking oil is turned into biofuel, and all pre-consumer food waste and post-consumer coffee grounds are composted on campus.

Composting

Composting food waste is an opportunity to reduce waste that goes to the landfill. It serves to provide materials that can be used to enrich the land for growing food or other plants. This is an example of a circular economy where waste has value and is reused. The Recycling Alliance of Texas, the Greater DFW Recycling Alliance and the North Texas Corporate Recycling Alliance have all provided grant awards to support the composting program.

GRI ID 103-1

GRI ID 103-2

GRI ID 103-3

GRI ID 303-1

Managing Water

As the Dallas-Fort Worth Metroplex continues to grow, competition among municipal, agricultural, industrial, residential, and commercial needs for the region's finite water supplies also increases. Since the post-World War II era, engineers have been altering the region's natural watershed and riparian habitat by diverting the Trinity River and its eight tributaries to flow through fixed channels, reservoirs, and stormwater management structures that supply the region. After the water is used, it is pumped back to the reservoirs for treatment and reuse, like most municipal water systems built in the last century.


Our Local Watershed

Municipal water is supplied by the Trinity River watershed, which includes the river and tributaries that were dammed to form Ray Roberts Lake, Lewisville Lake, Grapevine Lake, Lake Ray Hubbard, Lake Tawakoni, and Lake Fork reservoirs. None of these lakes are designated protected water sources, and they all provide biodiversity value through grassland, savanna and woodland or forest, that serve as habitat to a wide range of wildlife species, including many migratory songbirds and waterfowl. Collectively, the watershed provides value to local communities by providing municipal, domestic, agricultural and industrial water supplies as well as flood control and recreation. UT Arlington's water use does not significantly affect the municipal water supply.


We are creating a sustainable, water-wise campus environment that serves as a role model for North Texas by taking action through the following key approaches:



Maximize water efficiency through equipment and technology.



Transition open spaces to water-wise habitats.



Manage stormwater impacts.

Conserving water has both environmental and economic consequences. The [Texas Water Development Board](#) estimates that municipal water needs are expected to increase from approximately 11 percent of the entire state's water needs in 2020 to 38 percent in 2070. As water demands and shortages increase, the negative impacts will affect existing businesses and future economic development. We recognize our responsibility in setting conservation goals to conserve and protect our life-sustaining water sources.

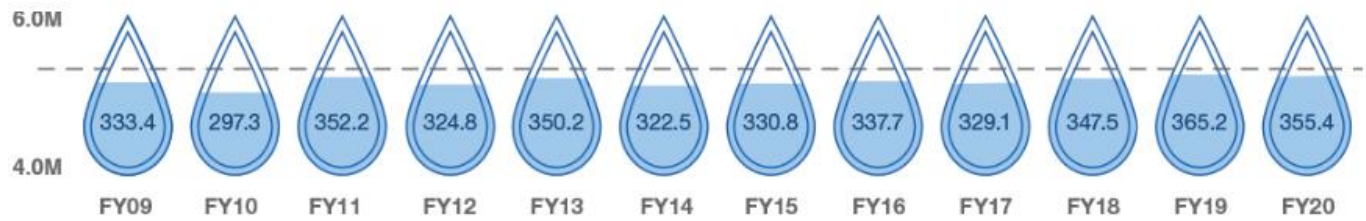
The university uses water for a variety of activities: building operations and maintenance, research and development activities, landscaping and irrigation, dining, sanitation, and domestic use. To meet our water consumption goal, we retrofit a portion of our facilities with water-efficient equipment and technologies each year. The pace of our progress varies based upon annual budgets and operational priorities.



The Texas Water Development Board
Water for Texas 2017 State Water Plan
[Open State Water Plan](#)

Water Usage

Fiscal year comparison of gallons of water consumed to water usage



By the end of 2019, there was a 10% increase in water consumption compared to 2009 but at the same time the Sq. footage of campus space increased by 22%. This is because our student body continues to grow, and we have added student housing, research space, and more campus landscaping that must be irrigated to survive. UT Arlington's 220,000 square foot Science and Engineering Innovation and Research Building (SEIR) opened in August of 2018. This building is equipped with state-of-the-art high efficiency mechanical systems and water-saving plumbing fixtures. The result is a research facility with a predicted energy usage of 30% or more below typical research buildings.

Cultivating Sustainable Behaviors

Behavior change—for example, making it second nature to place a plastic bottle in a recycling bin rather than a waste bin—is the greatest key to successfully meeting our environmental reduction goals. *Behavior change requires ongoing education, outreach, support, feedback, and recognition to be successful.*

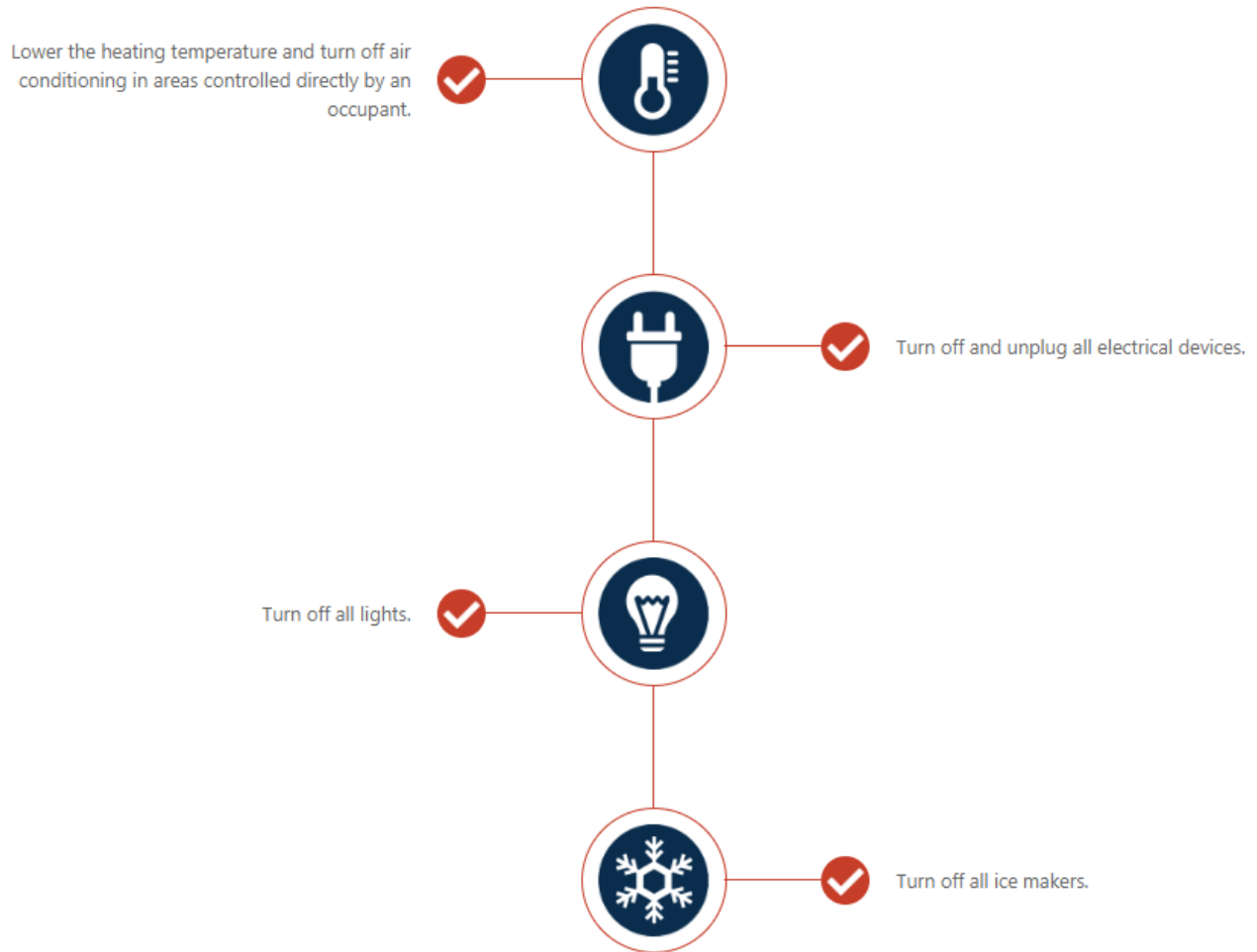
Reaching out to such a large and diverse university population is challenging: as one class enters the university, another one graduates. Behavior change is a continuous effort undertaken by the Administration & Outreach Work Group, the ISGI. These groups increase student awareness and encourage habits that help reduce waste, increase recycling, and conserve resources.

- Air and Waste Management Association
- Alternative Breaks
- Campus Ecology for University Students
- Environmental Society
- Geological Society
- Global Water Brigades
- Habitat for Humanity
- Real Estate and Sustainability Society
- Student Sustainability Society
- U.S. Green Building Council – UT Arlington
- UTA Volunteers
- Vegan Club

Energy

Prior to winter break, UT Arlington distributes a document entitled “Winter Break Energy Savings Initiative” to all faculty and staff, asking them to help conserve energy on campus by taking the following measures before leaving for the break:

Winter Break Energy Savings Initiative





Our hope is that lessons extend beyond our campus community and that when students leave for break they go onto share best practice for environmental stewardship.

Direct Energy Consumption by Primary Source

	FY13	FY14	FY15	FY16	FY17	FY18	FY19	FY20
Electricity Total	345,877	364,321	374,683	392,606	403,492	411,097	416,459	395,914
Solar (on-site generated)	1,753	1,660	1,692	1,734	1,343	1,632	1,430	941
Natural Gas	299,063	340,372	332,904	314,419	314,037	355,104	398,614	388,491
Gasoline	8,125	7,903	9,598	10,889	11,877	10,830	9,258	8,135
Diesel	1,125	1,181	1,617	1,571	1,138	558	475	874
CNG	0	0	0	0	0	0	0	0
Grand Total	655,943	715,437	720,494	721,219	732,039	779,221	826,236	794,355

Indirect Energy Consumption

Electricity	2013	2014	2015	2016	2017
Total kWh	101,341,944	106,746,032	109,782,164	115,033,417	118,223,061
Renewable Energy kWh	10,438,220	11,742,064	13,393,424	17,945,213	21,776,688
Percentage Mix Renewable	10.30%	11%	12.20%	15.60%	18.40%

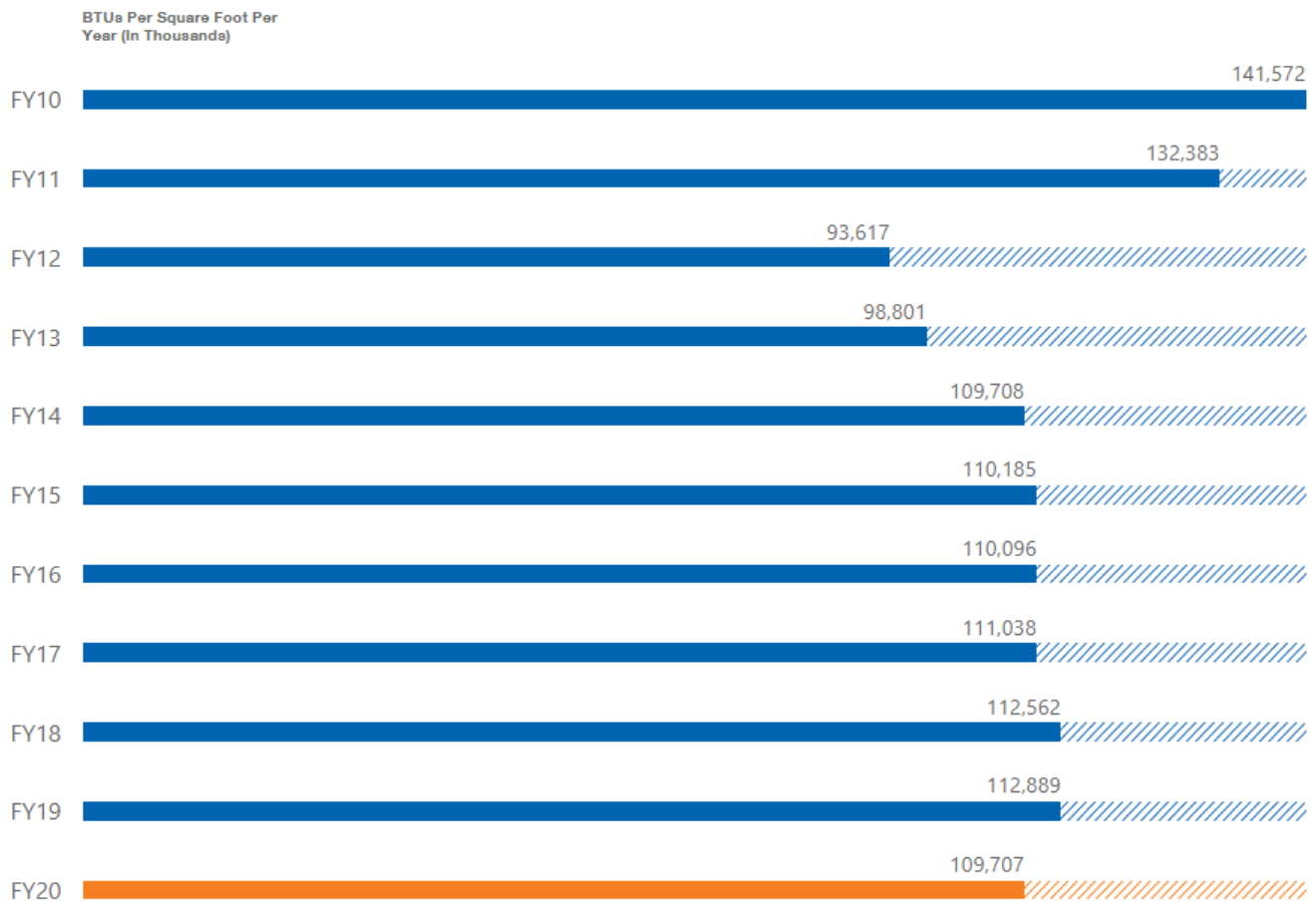
UT Arlington's energy consumption in FY11 was 132,383 btu/gsf. Total gross energy input to campus per gross square footage. For FY17 (more than halfway through the ten year goal measurement period) it was 111,038 btu/gsf—a reduction of 16.12 percent.

Over the period 2013-2017, we were able to reduce our energy consumption and costs. These reductions were the result of pre-performance and pre-procurement contracts over those years.

Due to the climate in Texas, utility use for lighting, heating, and cooling our buildings is an ongoing challenge. However, we feel that savings realized are due to specific reduction measures, such as equipping buildings with exterior shading to enhance thermal comfort levels, lighting retrofits throughout campus, and installing chilled beams in labs to accomplish sensible cooling in air transfer without having to condition large volumes of outdoor air.

UTA Energy Utilization Index

BTU Consumption Per Square Foot Per Year
(Figured using GSF as reported to the THECB)



Energy Usage Reduction and Cost Avoidance

FISCAL YEAR ENERGY USAGE REDUCTIONS & COST AVOIDANCE VS.					
Fiscal Year	Energy Usage Reductions Attributable to Performance Contracts		Cost Avoidance Attributable to Performance Contracts (usage reductions)	Cost Avoidance Attributable to Procurement Contracts (rate reductions)	Total Cost Avoidance
	Electricity (kWh)	Natural Gas (mcf)			
FY13	32,723,665	162,629	\$2,700,639	\$3,179,867	\$5,880,506
FY14	25,176,998	115,283	\$2,121,284	\$3,161,210	\$5,282,494
FY15	22,109,484	122,427	\$1,914,816	\$3,196,676	\$5,111,492
FY16	16,860,675	140,382	\$1,471,872	\$3,763,702	\$5,235,574
FY17	14,683,519	144,174	\$1,414,443	\$4,045,103	\$5,459,546
FY18	19,472,115	128,012	\$1,500,640	\$4,766,171	\$6,266,811
FY19	26,345,249	114,300	\$1,868,869	\$4,879,600	\$6,748,469
FY20	31,004,459	119,531	\$2,095,437	\$4,805,848	\$6,901,285
TOTALS	188,376,164	1,046,738	\$15,088,000	\$31,798,177	\$46,886,177

GRI ID 302-1

GRI ID 302-2

Improving Transportation

UT Arlington is in the Dallas-Fort Worth Metroplex, the nation's fourth-largest metropolitan region. Population density and growth place pressure on the region's transportation corridors and increased traffic congestion contributes to vehicle emissions and negatively impacts air quality.

Idling engines create local air pollution and increase health risks to faculty, students, staff, drivers, operators, and the community at large. The city of Arlington prohibits idling for more than five minutes from April through October. The university's anti-idling policy, which is based on the city's codes, applies year-round to all UT Arlington fleet vehicles and visiting vehicles over 14,000 pounds. Campus police issue fines to all violators.

We are taking action to reduce vehicle emissions through two key approaches:

- Lowering barriers to eco-friendly mobility
- Reducing university fleet emissions

Lowering Barriers to Eco-Friendly Mobility

While we cannot directly control commuter choices, we do have the means to lower many barriers that prevent commuters from choosing alternative transportation.

Our Campus Master Plan calls for campus transformations that improve parking and traffic challenges while "greening" the campus. As part of planning, UTA conducted a transportation assessment that considered traffic circulation and access, parking, regional transportation, and pedestrian facilities. The findings informed the gray-to-

green objective of the plan, which aims to transform surface parking lots to open spaces and improve pedestrian and bicycle connections throughout the campus.

New multi-story parking structures such as the College Park parking garage built in 2011 will be sited around the campus perimeter, saving space and reducing vehicle traffic on campus. The campus shuttle system will become even more important as existing surface parking lots are displaced by the development of new buildings and other campus facilities or converted to open spaces. Students and employees will become increasingly dependent on the shuttle system for transportation between available parking and their on-campus destinations.

The College Park District development is a catalyst for the revitalization of the adjacent downtown Arlington district, creating a hub that attracts more students and faculty to live on and near campus than ever before.

Reducing University Fleet Emissions

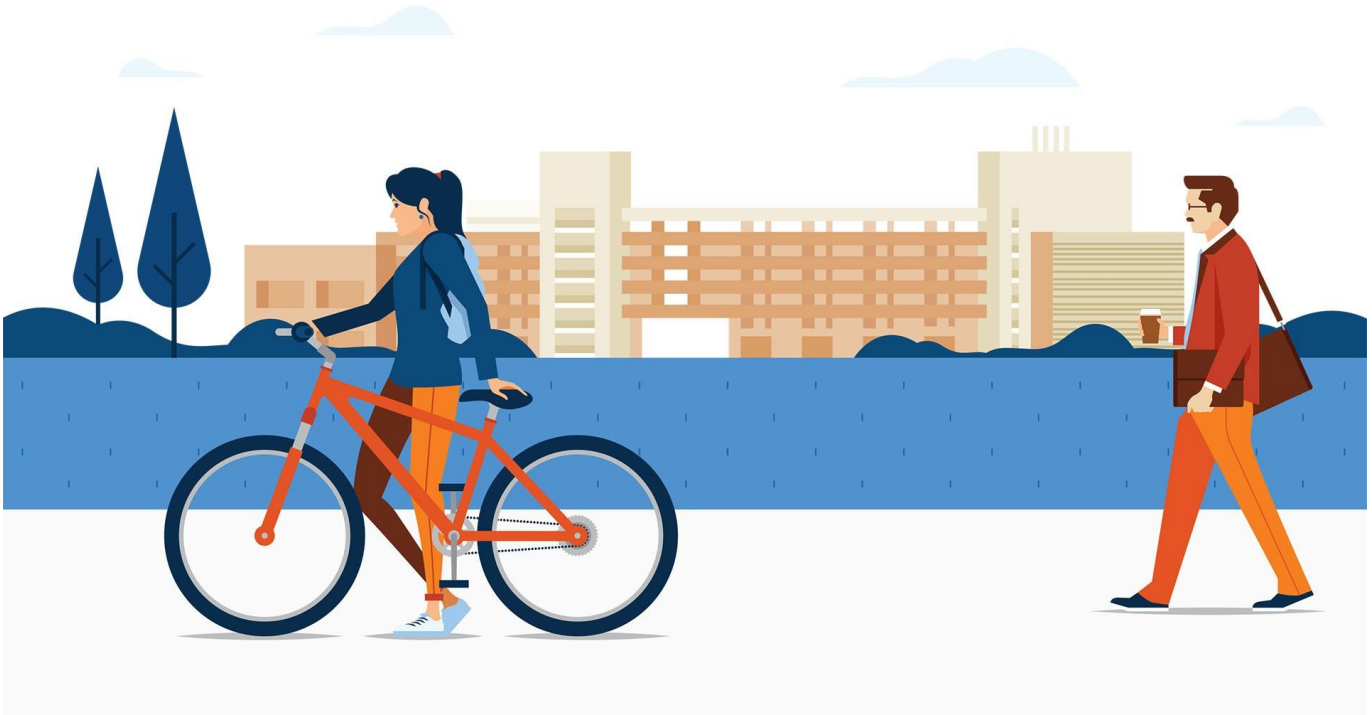
UT Arlington manages the third-largest vehicle fleet in Arlington. Vehicles range from cars, trucks, utility vehicles, and shuttles to electric vehicles and motorcycles. Together, the fleet moves people and goods around campus, hauls light and heavy cargo, supports building and grounds maintenance, and transports campus security.

Although UTA fleet emissions account for less than 1 percent of the University's GHG emissions, the fleet is under our direct control and presents opportunities for reductions in emissions. Leading by example, the Office of Vehicle Fleet Management is looking at ways to reduce the environmental impacts of our fleet while serving a growing campus community in a cost-effective manner. The University's Vehicle Fleet Management Plan, developed, and implemented by the Office of Facilities Management in August 2011, provides guidance for campus vehicles. The plan encourages university personnel to use the smallest and least expensive vehicle appropriate for the assigned task and to transition security, maintenance, and shuttle vehicles from larger vehicles to smaller, more fuel-efficient options.

Gasoline Consumption

During FY17 the total gallons of gasoline used by our fleet vehicles was 96,321 (FY16 was 87,192 addition of new gasoline-powered shuttle buses, which replaced our former diesel buses; these new buses are refueled on campus. The Campus Police Department also acquired additional vehicles (Suburbans) during FY17.

Fuel Consumption (gallons)	CY2013	CY2014	CY2015	CY2016	CY2017	CY2018	CY2019	CY2020
Fleet diesel	8,097	8,501	7,611	4,499	857	743	280	137
Fleet gasoline	65,061	63,282	76,852	87,192	96,321	86,721	74,135	65,143
Total	73,158	71,783	84,463	91,691	97,178	87,464	74,415	65,280



Promoting a Culture of Walking and Cycling

The university plans to add infrastructure that will enhance safety and mobility and encourage walking and cycling, such as wider sidewalks, crosswalks, designated bike lanes and bikeways. Public Transportation Development Community members, students, and employees have limited public transportation options in the region, which affects affordability and accessibility of education and entertainment. The region needs a permanent solution to provide low-cost, environmentally-friendly public transit options for the community.

MEET ARLO



Air North Texas

U.S. EPA has designated 10 North Texas counties as areas of nonattainment for the pollutant ozone, which forms when nitrogen oxides (NOx) and/or volatile organic compounds combine with sunlight and intense heat. Nonattainment areas such as North Texas are areas of the country where air pollution levels persistently exceed the national ambient air quality standards. On-road vehicles such as cars, trucks, and buses are the largest source of NOx emissions in the North Texas region. Program partners are committed to educating the public about air quality, carpooling and public transit, maintaining vehicles to reduce emissions, walking and bicycling, and other clean air choices.

AIR NORTH TEXAS

GRI ID 306-2

GRI ID 103-1

GRI ID 103-2

GRI ID 103-3

Reducing Waste Generated on Campus

While providing education, research, administrative, and supporting services, we generate a lot of waste, which requires handling. We rent and purchase on-site dumpsters, containers, and bins, all of which are stored on a space-constrained campus. We pay waste vendors to pick up our waste and truck it to their final disposal or storage site, and we track and report our waste to internal committees and regulatory agencies. When we reduce, reuse, and recycle materials, we set an example for conserving natural resources and saving money. We also reduce the greenhouse gas emissions that solid waste generated in landfills – accounting for 2.4 percent of UT Arlington’s carbon footprint.



Our Waste Streams

Our waste streams fall into four main categories: municipal, universal, other non-hazardous, and hazardous. Municipal waste is unregulated. Universal and hazardous waste are regulated by a variety of state and federal agencies.

Waste Stream Categories

1. **Municipal:** Municipal waste is ordinary trash or construction and demolition waste that is placed in a garbage can or dumpster, collected by a waste collector, and disposed of in a landfill.
2. **Universal:** The Texas Commission on Environmental Quality defines universal waste as certain types of batteries, pesticides, mercury-containing thermostats, and lamps; paint and paint-related waste; and electronic waste. Because universal waste can contaminate municipal landfills, it is treated separately from regular municipal waste, but is not deemed hazardous enough to be treated as hazardous waste. The university recycles compact discs, DVDs, videotapes, and small computer components (also known as techno trash); oil and oil filters; fluorescent lamps and ballasts; photography chemicals; and printer cartridges.
3. **Other non-hazardous:** Small amounts of biological waste generated from biology laboratory classes are incinerated in our state-regulated on-campus incinerator.
4. **Hazardous:** Hazardous and non-regulated chemical waste practices are managed by EH&S, which provides policies, procedures, training, and incident tracking and cleanup practices for colleagues who handle these materials. A UT System-approved hazardous waste contractor manages the hazardous, universal, and non-regulated chemical waste in compliance with all local, state, and federal regulations.

Managing Our Social Impacts



GRI ID 102-8

GRI ID 401-1

GRI ID 405-1

GRI ID 406-1

GRI ID 103-1

GRI ID 103-2

GRI ID 103-3

Ensuring Diversity & Inclusion in Our Campus Community

Why This Matters to Us

Students at UT Arlington come from every state and more than 100 countries, resulting in one of the most diverse campus populations in the nation.

UTA continues to shine in the national rankings and has been named one of the nation's top universities for ethnic diversity, according to U.S. News & World Report's annual Best Colleges Rankings for 2016.

The recognition comes on the heels of UTA receiving a new \$2.62M Department of Education grant for the establishment of the Innovation, Diversity, Excellence, Access and Success, or IDEAS, Center – a resource aimed at helping increase students. UTA is the only four-year university in North Texas to receive the 2015 Hispanic-Serving Institutions Program grant that will enhance services for transfer and other non-traditional students to help more underserved students earn college degrees. UTA was designated a Hispanic Serving Institution in 2014 and was named the Outstanding HACU-Member Institution the same year. UTA was also named one of the Top 200 Colleges for Native Americans by the Winds of Change magazine.

UTA's efforts to enhance diversity and support students are further reinforced through specific centers such as the Center for African American Studies, the Center for Mexican American Studies, and the Center for Hispanic Studies in Nursing and Health (CHSNH). CHSNH has become a go-to resource center for the health and human condition of underserved and culturally diverse Spanish-language populations in Texas and abroad.

UT Arlington recognizes that equal participation of minorities, women, disabled persons, and veterans in all employment opportunities is a necessary component of any effective Affirmative Action Plan.

How We Manage

It's not only our student body that is recognized for its diversity. We pride ourselves on attracting and maintaining a highly diverse and talented pool of professionals who administer all functions of the University every day. Our compliance mechanisms set the standard for interaction in and outside the classroom.

The UT Arlington Affirmative Action Plan (AAP) has been developed and is designed to assure compliance with federal law, rules and regulations, compliance within the UT System Regents Rules and UT Arlington policy. [Equal Opportunity Services](#) and the UT Arlington's Human Resource office partner in developing and implementing the University's AAP and affirmative-action-related charges.

EOS functions as the contributor of content management of the AAP and assists in identifying and engaging in actions intended to bring the University community into full participation in all aspects of equal opportunity and equal access. EOS also functions in the formulation, recommendations, and implementation of official university documents and plans relevant to affirmative action and equal opportunity.

It is the policy of the University to comply with all federal and state laws, regulations, and procedures. Refer to *Workers' Compensation Insurance (WCI)* ([Procedure 8-7](#)) for further details regarding Workers' Compensation Insurance.

How We Evaluate and Improve

EOS and Human Resources monitor the AAP and affirmative action related charges. EOS monitors official university documents and plans relevant to affirmative action and equal opportunity.

The Executive Director of the Office of Equal Opportunity Services (EOS) serves as UT Arlington's Equal Employment Opportunity (EEO) Officer and is authorized to investigate complaints based on discrimination.

As with employee rights observed by UTA, student employees also have the right to file a grievance regarding disagreements, complaints, or differences with an employer. Student employees also have the right to appeal employment-related decisions.

Student Diversity Ethnicity by Academic Year

Ethnicity	Academic Year					
	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
American Indian						
Student Count	145	125	117	127	123	95
% of Academic Year Total	0.34%	0.29%	0.26%	0.27%	0.24%	0.23%
Asian						
Student Count	3,953	4,094	4,169	4,572	4,830	4,302
% of Academic Year Total	9.35%	9.58%	9.37%	9.60%	9.51%	10.31%
Black						
Student Count	6,750	6,671	6,956	7,381	8,157	6,435
% of Academic Year Total	15.96%	15.61%	15.63%	15.50%	16.06%	15.43%
Hispanic						
Student Count	8,546	9,085	9,799	10,905	12,317	10,818
% of Academic Year Total	20.21%	21.26%	22.02%	22.90%	24.26%	25.93%
International						
Student Count	3,373	3,916	4,764	5,361	5,436	4,655
% of Academic Year Total	7.98%	9.17%	10.71%	11.26%	10.71%	11.16%
Multiracial						
Student Count	710	774	832	884	965	850
% of Academic Year Total	1.68%	1.81%	1.87%	1.86%	1.90%	2.04%
Pacific Islander						
Student Count	83	85	80	79	66	32
% of Academic Year Total	0.20%	0.20%	0.18%	0.17%	0.13%	0.08%
Unknown						
Student Count	432	381	408	397	329	221
% of Academic Year Total	1.02%	0.89%	0.92%	0.83%	0.65%	0.53%
White						
Student Count	18,293	17,592	17,369	17,913	18,552	14,304
% of Academic Year Total	43.26%	41.18%	39.04%	37.62%	36.54%	34.29%
Total						
Student Count	42,285	42,723	44,494	47,619	50,775	41,712

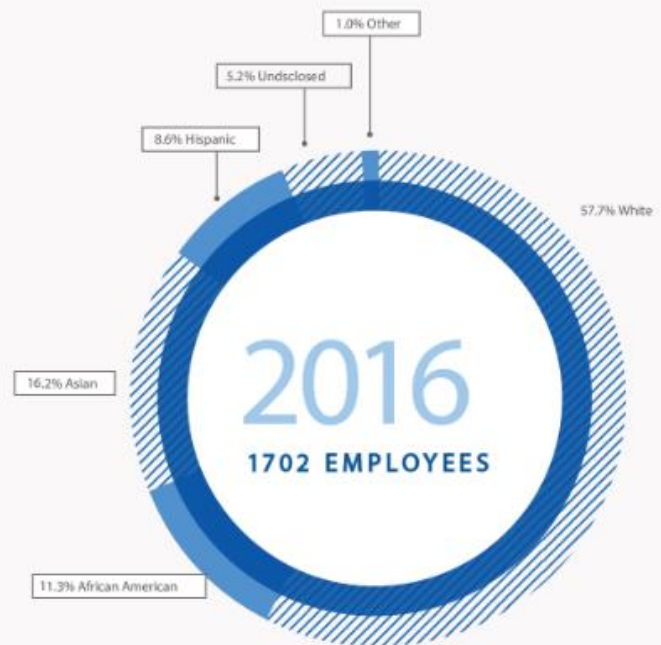
Gender Ratio, Students

Gender	Academic Year					
	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Female						
Student Count	24886	25045	26048	28251	31036	24747
% of Academic Year Total	58.85%	58.59%	58.54%	59.33%	61.12%	59.33%
Male						
Student Count	17399	17678	18446	19368	19739	16965
% of Academic Year Total	41.15%	41.38%	41.46%	40.67%	38.88%	40.67%
Total						
Student Count	42285	42723	44494	47819	50775	41712

Diversity at the Workplace

UTA 2016

We are proud that many of our faculty and staff have devoted their entire professional lives to UTA. Our 1702 employees have a collective 569 years of tenure according to our 2016 year end count. Others are members of families with direct engagement on campus and in the local community. There is a direct correlation between their satisfaction and the excellent educational community they create for our student body.



Promoting Health, Safety & Security

Why This Matters to Us


The health, safety, and security of our faculty, staff, and students is of the utmost importance for creating an environment where all can feel safe to work and learn. It matters to our mission and our reputation as an institution of higher learning that adds value to human endeavors such as learning, research, and community service. The university is committed to providing employees, students, and visitors with a safe environment and we have several programs in place to create a culture and environment that supports the health and wellness throughout our campus community.

How We Manage

The University's Environmental Health & Safety (EH&S) Office is responsible for managing safety and health programs for the University and for working with the other University of Texas System components towards developing local safety programs that are of benefit to the overall UT system. In doing so, regular incident and accident reports are logged, and investigations are carried out when significant issues affect the health of the community. Additionally, the EH&S Office has implemented an Environmental and Regulatory Management System (ERMS), which is a methodical approach to minimize adverse environmental impacts, maintain regulatory compliance, promote sustainability, and encourage safe work practices at UTA.

How We Evaluate and Improve


The Environmental Health & Safety Office performs periodic internal program reviews and participates in the UT System Environmental Health & Safety Peer Review Process. It is through the Peer Review Process that performance is evaluated, and measures are developed to identify safety and environmental compliance issues, as well as, finding possible methods to improve the effectiveness and efficiency within established programs, continuously monitoring, and improving operations, UTA achieves its goal of meeting or exceeding our compliance with applicable environmental, health, and safety regulations, policies, and voluntary standards.



Safety First

Laboratory Evaluation Program

Environmental Health & Safety has implemented a revised Laboratory Evaluation Program Standard Operating Procedure (SOP). This SOP placed increased importance on timely response and accountability of the individual responsible for the laboratory and encouraged consistent and effective safety practices.



UTA MavSafe Emergency Response App

Every member of the campus community needs to know what to do in various emergencies. Environmental Health & Safety and the Office of Emergency Management (OEM) have launched MavSafe, an Emergency Response Plan App, so the UTA community can have emergency resources readily available on any phone, tablet, or computer device.

Serving Our Local Communities

Why This Matters to Us

UTA is a major presence in the city of Arlington and the North Texas Region. It draws many of its students from the area and is the second largest employer in the city. It is important that we acknowledge the significance of our relationship with the community. We understand that both the University and city benefit in numerous ways when we participate in dialogues, initiatives, and programs.

Dedicated community relations need to be an ongoing process in order to maintain a mutually beneficial engagement. We value this relationship because it benefits everyone from our faculty and students to members of the community.

How We Manage

The Dallas-Fort Worth Metroplex is among a handful of major metropolitan areas worldwide that dominate both human creativity and planetary economics. In fact, about 20 of the world's largest and most influential corporations call North Texas home. UTA is strategically positioned in the heart of this thriving region—the nation's fourth-largest metropolis—to change the trajectory of thousands of lives each year. We relish our role as an economic catalyst and influential community ally, fostering collaborations that magnify our focus on developing tangible solutions to real-world challenges. We transfer our insights from the laboratory and classroom directly into the community—to corporations, hospitals, cities, schools, and other high-need, high-impact entities.

In addition to giving and volunteerism, service learning integrates academic coursework with service to the community. Students engage in classroom activities and discussions and perform local projects related to their academic coursework and reflect upon those experiences.

The UT Arlington Social Engagement Types section below provides a snapshot of the various avenues in which we engage.

How We Evaluate and Improve

The needs and interests of the student body are core to the programming and support the Development, Student Affairs and Community Engagement Offices extend. Through regular surveys and an open-door approach, we gather critical feedback as to what works and what more is needed to complement students' academic experience and to prepare them for the world beyond. When larger forums are evident, we convene the appropriate parties to discuss, further weigh and evaluate options. When a consensus is reached, critical stakeholders formalize support for initiatives to ensure they succeed.

UT Arlington Social Engagement Types

- **Giving**

- UTA engages in philanthropic endeavors and in community service projects in Arlington and across the Dallas Fort Worth metroplex. The UTA family is continually reaching out to those in need. There are many student organizations on campus that make notable contributions to the community through service and fundraising support.
- The women of Delta Delta Delta sorority led the campus in raising funds for St. Jude Children's Research Hospital in April 2016. The 3-on-3 basketball tournament was a local effort in support of a goal set by the national sorority to raise \$60 million in 10 years. Thanks to the activities and the

support of students across campus who took part in various events, families with children with some of the rarest forms of childhood cancer and other life-threatening diseases are able to envision a future of hope.

- **Student Support Services**

- The [Lockheed Martin Career Development Center](#) established in partnership with Lockheed Martin prepares students and alumni for professional success and connect employers with UTA talent.
- Thanks to a gift from the Burlington Northern and Santa Fe Railway Company (BNSF), the Goolsby Leadership Academy has created the BNSF Early Leader Program. This extension of the Academy will accept incoming business-intended freshman and is dedicated to strengthening the leadership ability of students. For more, see [BNSF leadership academy at UTA](#).

- **Veteran Outreach**

- Innovative Community Academic Partnership (iCAP) was created to inspire community academic partnerships that promote social and economic justice affecting vulnerable individuals, children, and families.

- **Volunteerism**

- [STEM Academy for high school students](#) is a partnership between the University of Texas at Arlington and the Arlington Independent School District to provide students interested in science, technology, engineering or mathematics careers a new opportunity to dive deep into rigorous courses along four pathways: science and mathematics; biomedical science and biology; engineering; or technology and computer science. This program provides a service to the youth in the community who will be better prepared to enter STEM majors in college and go on to careers in these fields. The program supports the community and attracts talented students to the University.
- The [Arlington Urban Design Center](#) aims to create public awareness about the importance of urban design and its impact on the quality of life, environment, and economic investment. Graduate students and professors from UTA's College of Architecture, Planning, and Public Affairs (CAPPA) work closely with city staff on real world business and development projects.
- The [Center for Community Service Learning](#) integrates academic coursework with service to the community. Students engage in classroom activities and discussions and perform local service projects.
- [UTA Volunteers](#) is a [Follett Student Leadership Center](#) membership-based student group that plans and implements volunteer opportunities, social awareness programs, and civic engagement for UTA students within the surrounding community. Its purpose is to promote active citizenship by building capacity for students to become involved in the larger community.
- [The Big Event](#) at UT Arlington is an event to plan and implement a day of community service and outreach involving students, faculty, staff and community members to engage, educate, and mobilize volunteers throughout the community. Numerous community-based and non-profit organizations and agencies convene to provide services to children, senior citizens and low-income families, and those that promote the quality of life, such as the Science Center at River Legacy Park, Arlington ISD.

- The [Institute of Urban Studies](#) gives students in our urban-related programs the opportunity to integrate theory and practice to solve real metropolitan problems such as managing growth, achieving equity and environmental sustainability, revitalizing districts, and implementing green infrastructure.
- The [Community Garden Project](#) is an organic Community Garden at UT Arlington, built in collaboration with the city of Arlington where members of the community can adopt one of the 78 plots in the half-acre garden. As part of the \$35 annual plot use agreement, gardeners donate at least half of their produce to Mission Arlington, the garden's designated food bank program.



The illustration shows a stylized outdoor scene. On the left, a woman in a blue shirt and red skirt stands under a red canopy tent with a white 'A' logo. A blue sign in front of the tent reads 'BIG EVENT'. To the right, a person in an orange shirt and cap pushes a red wheelbarrow. The background features blue trees and a light blue sky with clouds. The entire scene is set against a dark blue ground plane.

The Big Event

The purpose of The Big Event at UT Arlington is to plan and implement a day of community service and outreach involving students, faculty, staff, and community members in an effort to engage, educate, and mobilize volunteers throughout the community. The Big Event impacts the community by bringing the campus together with the surrounding community in an effort to show gratitude to those who help others. Numerous community-based and non-profit organizations and agencies benefit from volunteer efforts, as well as local residents, including those that provide services to children, senior citizens and low-income families, or those that promote the quality of life, such as the Science Center at River Legacy Park, Arlington ISD, and other various projects. Volunteers are proud to help others improve the lives of the people who rely on these important services and facilities. The Big Event has seen tremendous growth over the past 17 years since the first event in 2000. Participation grew in 2017 to reach more than 800 volunteers who completed projects at more than 50 different agency project sites and donated thousands of hours of community service.

The event continues to gain momentum by attracting more volunteers and providing more assistance to our community. Enthusiastic volunteers participate in various service project sites such as painting, landscaping, youth development workshops, and facility cleanup all on one BIG day.

[Read More](#)

Protecting Privacy

Why This Matters to Us

Faculty, staff, and student privacy is material to our operations because of the trust placed in the University to protect confidential information. The university is committed to ensuring the privacy and accuracy of confidential information, and as such, has developed this privacy statement. The statement has two purposes:

- (1) To educate users about privacy issues;
- (2) To inform users about specific privacy policies and guidelines employed at UTA.

How We Manage

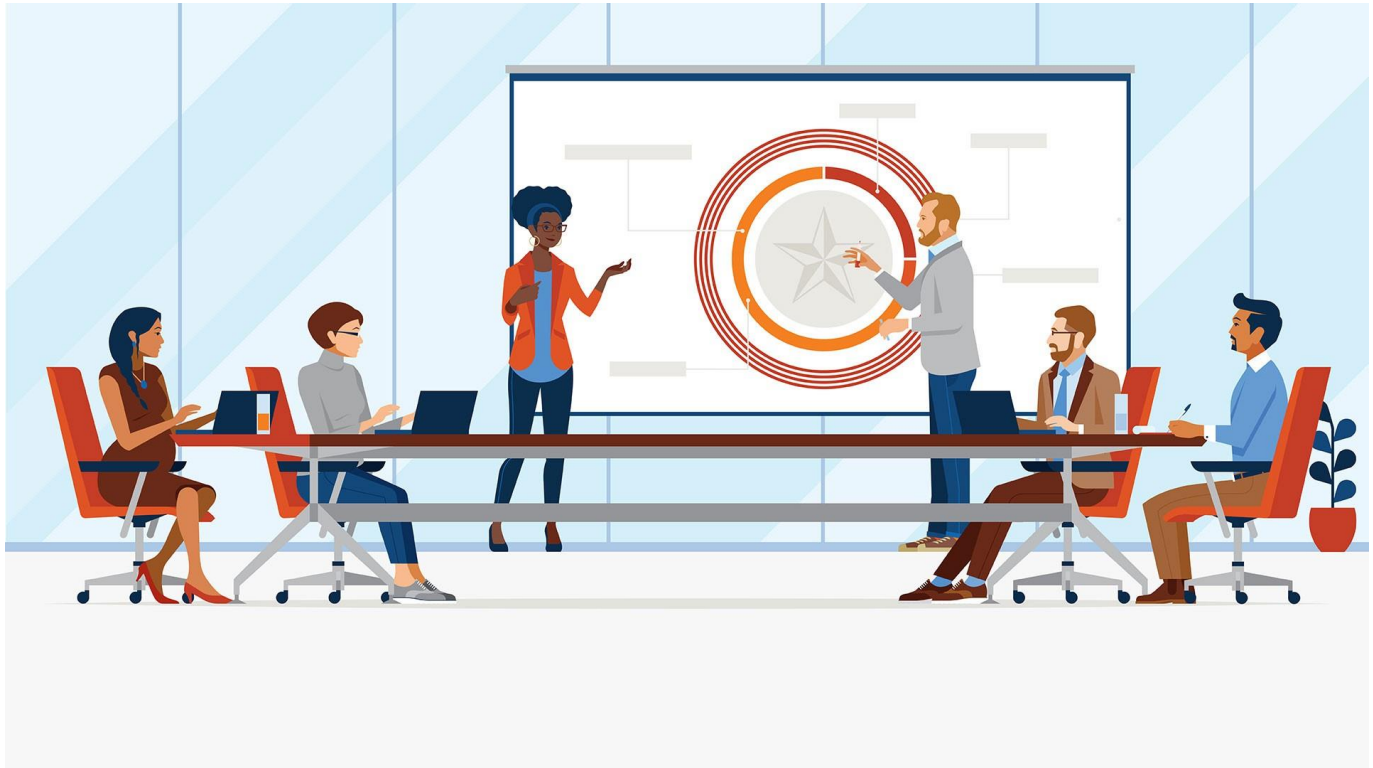
Our approach to protect privacy takes many forms, starting with our [Web Privacy Standard](#) which is managed by the Information Security Office (ISO). UTA does not actively share personal information gathered from its web servers. However, because UTA is a public institution, some information collected from UTA websites, including the summary server log information, emails sent to websites, and information collected from web-based forms, may be subject to the Texas Public Information Act. This means that while UTA does not actively share information, in some cases it may be compelled by law to release information gathered from its web servers.

UTA also complies with the Family Educational Rights and Privacy Act (FERPA), which prohibits the release of education records without student permission, unless certain exceptions apply. Although FERPA regulations apply only to UTA students, the University is equally committed to protecting the privacy of all visitors to our website.

How We Evaluate and Improve

The ISO responds to security incidents, prevailing threats, breaches, intrusions, and/or system abuses that originate from external networks against UT Arlington, or those that originate from the University's network. In addition, ISO evaluates and reports the status of UT Arlington's information security program and, as appropriate, incidents to the President, Executive Management, University of Texas System, and to the State.

Economic Impacts



Managing Our Economic Impacts

Universities are large investments in the present and future. In preparing current and future generations to engage in stimulating ideas, problem-solving, and innovation, these investments have immeasurable returns and payoffs. Gainful employment, engaged citizens, life-altering inventions, medical treatments, and economic stimulus are some of the returns, to name a few.

UTA is no exception to impacting present and future generations. Investments in UTA are having impacts on the local and national economies. The investment in our faculty and staff enables us to continue making impacts for now and the future.

GRI ID 103-1

GRI ID 103-2

GRI ID 201-1

Accelerating Direct Economic Impacts

Why This Matters to Us

Economic impacts are of vital importance for UTA to continue its mission of education, research, and community service. Further, as a major employer and physical presence, our expenditures such as wages and operating costs provide a considerable economic benefit to the local community and the North Texas Region. Funding from tuition, federal, and state sources provides us the ability to offer educational and research services. Our sources of funding support our excellent programs and high-quality faculty and staff. Without fiscal responsibility at the core of our diligent management practices, we would not be able to dedicate additional resources to initiatives that help shape a more sustainably-minded institution.

How We Manage

Each year, we submit a budget to the State of Texas detailing our expected expenditures for education, research, and operations. Our administrators, faculty, and staff are involved in providing input for these expenditures. In

preparation of the details of the budget, we are cognizant of the need to be efficient and effective with our resource requirements. This includes each unit's needs for staffing, equipment, and supplies. Each unit submits its budget expected costs for salaries, equipment, travel, and supplies for the coming academic year. These budgets are reviewed and combined as a composite to be submitted to the state.

How We Evaluate and Improve

Each year after the budget has been approved, we evaluate our needs with the resources provided. As part of this process, we consider how we will proceed for the succeeding year based on discussions with our funding sources which include federal, state, and local entities. This includes our alumni who have been supportive of projects and initiatives that maintain the quality programs we offer and the high-quality faculty and staff we retain.

Economic Value Factsheet

Economic Value	2013 ⁽¹⁾	2014 ⁽²⁾	2015 ⁽³⁾	2016 ⁽⁴⁾	2017 ⁽⁵⁾
Generated Revenues					
Operating	\$328,572,957	\$356,582,346	\$378,573,134	\$429,762,204	\$458,437,229
Non Operating	\$209,475,848	\$209,153,547	\$167,291,268	\$205,871,554	\$235,720,407
Distributed Expenses					
Operating Costs	\$492,201,661	\$506,584,706	\$524,786,538	\$565,230,092	\$595,358,557
Employee Wages and Benefits	\$276,252,459	\$287,232,074	\$287,232,074	\$322,265,545	\$331,775,669
Payments to Providers of Capital					
Loans	\$9,228,792	\$15,521,920	\$7,296,633	\$33,871,479	\$10,643,140
Interest for Loans	\$181,342	\$159,500	0	0	\$348,519
Community Investments	N/A	N/A	N/A	N/A	N/A

Note:

1. <https://www.uta.edu/business-affairs/budgeting/files/afr2014.pdf>
2. <https://www.uta.edu/business-affairs/budgeting/files/afr2014.pdf>
3. https://www.uta.edu/business-affairs/budgeting/files/FY15_AFR.pdf
4. https://www.uta.edu/business-affairs/budgeting/files/FY17_AFR.pdf
5. https://www.uta.edu/business-affairs/budgeting/files/FY17_AFR.pdf

Student Government

The Student Government has a Tuition Review Committee to go over any proposed changes to the tuition fees at UT Arlington. UTA requested an increased tuition rate plan for the 2014-2015 academic year. This was the first time UTA had increased its tuition rates since fall 2011. Student Congress president chaired UTA's Tuition Review Committee. The consensus of the committee was that any reasonable increase in tuition should also be translated into tangible increase in improvements in student services such as upgrades in the Career Development Center, improvement in the student advising experience, and bringing more technology to classrooms. The program also included an incentive program for students who meet certain requirements. UTA's tuition rate proposal was one of the "most innovative proposals" the board has seen, Board of Regents chairman Paul Foster said.



- ★ Improvements in Student Services
- ★ Upgrades in the Career Development Center
- ★ More technology in the classrooms



Enabling a Sustainable Megacity

Megacities pose an unprecedented need for bold solutions on a global scale. UTA is uniquely positioned to address epic challenges facing growing urban regions: improving health care, addressing aspects related to the built environment and creating more livable communities, developing a workforce and catalyzing socioeconomic development, managing our natural resources, and harnessing the proliferation of data. UTA will leverage expertise to assist emerging megacities to become sustainable economically and enhance the quality of life.

GRI ID 103-1 GRI ID 103-2 GRI ID 103-3 GRI ID 201-1

Building on Financial Assistance

Why This Matters to Us

UTA is a nonprofit public university that receives substantial support from the federal and state governments, and continuation of that support is material to our existence. Tracking the values and trends will enable us to address our risks in relation to funding sources. The funding impacts our local campus.

How We Manage

We monitor our resource requirements and the sources of our funding. We are in direct communication with the funding agencies to assess the availability of funding for the future.

UTA Revenues

Government Support	2013 ^(a)	2014 ^(a)	2015 ^(a)	2016 ^(a)	2017 ^(a)
Operating Revenues					
Federal Sponsored Programs	\$40,821,279	\$32,220,800	\$32,948,299	\$34,971,526	\$39,723,567
Federal Sponsored Programs Pass-Through from State Agencies	\$8,351,897	\$4,735,158	\$7,144,847	\$8,121,710	\$6,040,710
State Sponsored Programs Pass-Through from State Agencies	\$21,410,383	\$20,933,451	\$19,724,168	\$20,446,835	\$19,954,380
Nonoperating Revenues					
State Appropriations	\$110,541,444	\$115,811,346	\$118,486,562	\$128,041,604	\$128,690,288
Federal Nonexchange Sponsored Programs	\$64,665,505	\$44,740,942	\$51,050,809	\$51,738,284	\$55,978,628
State Nonexchange Pass-Through	\$1,214,817	\$217,500	\$325,000	\$7,159,022	\$3,030,758

Note:

<https://www.uta.edu/business-affairs/budgeting/files/afr2014.pdf>

https://www.uta.edu/business-affairs/budgeting/files/FY15_AFR.pdf

https://www.uta.edu/business-affairs/budgeting/files/FY17_AFR.pdf



University Compliance Services

The goal of the University Compliance Services office is to partner with UTA administration, staff and faculty to develop a comprehensive compliance program that:

- ✓ Evaluates and identifies risks that are critical to the institution
- ✓ Ensures that critical institutional risks are being properly managed by the appropriate individuals
- ✓ Provides all employees with the training necessary to perform their jobs and understand the relevant compliance issues
- ✓ Provides ongoing positive assurance to managers, executive officers, and the Board of Regents regarding the status of critical institutional risks
- ✓ Provides all employees with an opportunity to report issues of potential non-compliance in a manner that preserves confidentiality

[Learn More](#)

GRI ID 103-1

GRI ID 103-2

GRI ID 103-3

GRI ID 201-3

Providing Benefits

Why This Matters to Us

Competitive retirement benefit plans are essential to hiring and retaining dedicated administrators, faculty, and staff. Good benefits make us competitive with other employers and demonstrate our commitment to providing a high-quality work environment.

How We Manage

Employee participation in one of two retirement programs is mandatory. They have a choice between two different retirement plans.

Teacher Retirement System (TRS): All TRS-eligible employees at Texas public education institutions are automatically enrolled in the Teacher Retirement System on their first day of employment.

TRS is a defined benefit retirement plan governed by IRS Code Section 401(a). Member contributions are deposited into an individual member account. Employer contributions made on behalf of the member are deposited into one communal TRS account from which all retirement and death benefits are paid. TRS manages the investments as a large institutional investor, and its [investment strategy](#) is available online. Enrolled employees are vested after five years of service with a right to a retirement benefit, which is based on legislatively determined formulas. There are also disability, death and survivor benefits available to TRS members.

Optional Retirement Plan (ORP): ORP-eligible employees at Texas public institutions of higher education may elect to participate in the ORP as an alternative to TRS.

ORP is a defined contribution plan that is similar to a 401(k) plan with employer-matched contributions. ORP is available to select faculty and university administrators. The ORP participant and employing institution make mandatory monthly contributions using percentages of salary that are established by the state legislature and subject to change. Contributions are invested in a 403(b) account with a company chosen from the institution's [list of authorized companies](#). Participants must create an ORP account and manage their funds directly.

Voluntary Retirement Programs

All employees of the UT System are eligible to participate in the Voluntary [UT Saver TSA 403\(b\)](#) and [DCP 457 \(b\)](#) programs.

[Learn More](#)

How We Evaluate and Improve

Retirement plan options are administered through the University's [Office of Human Resources](#), but the plan funds are managed by third party fund managers. The university reviews the reports issued by the fund manager professionals on a periodic basis. Their reviews inform benefit and retirement plan revisions.

GRI Content Index

GRI ID	Description	Chapter	Section	Level of Coverage	Additional Detail/Omissions
General Disclosures					
102-1	Name of the organization	Introduction	About UT Arlington	Full	
102-2	Activities, brands, products, and services	Introduction	About UT Arlington	Full	
102-3	Location of headquarters	Introduction	About UT Arlington	Full	
102-4	Location of operations			Full	Arlington, Texas-USA
102-5	Ownership and legal form			Full	Academic Institution (Non-Profit)
102-6	Markets served	Introduction	About UT Arlington	Full	
102-7	Scale of the organization	Introduction	About UT Arlington	Full	
102-8	Information on employees and other workers	Managing Our Social Impacts	Ensuring Diversity & Inclusion in Our Campus Community	Full	
102-9	Supply chain	Introduction	Our Approach Towards Sustainability	Full	
102-10	Significant changes to the organization and its supply chain			Full	No significant changes to the organization's supply chain have recently occurred.
102-11	Precautionary Principle or approach	Introduction	Our Approach Towards Sustainability	Partial	
102-12	External Initiatives	Introduction	About UT Arlington	Full	
102-13	Membership of associations	Introduction	About UT Arlington	Full	
102-14	Statement from senior decision-maker	Introduction	Message From the President, Message from UT Arlington's Office of Sustainability	Full	
102-15	Key impacts, risks, and opportunities	Introduction	Our Approach Towards Sustainability	Partial	
102-16	Values, principles, standards, and norms of behavior	Introduction	About UT Arlington, Our Approach Towards Sustainability	Full	
102-18	Governance structure	Introduction	Our Approach Towards Sustainability	Full	
102-40	List of stakeholder groups	Introduction	Our Approach Towards Sustainability	Full	

GRI ID	Description	Chapter	Section	Level of Coverage	Additional Detail/Omissions
102-41	Collective bargaining agreements			Partial	Contracts are negotiated with unions for relevant employees.
102-42	Identifying and selecting stakeholders	Introduction	Our Approach Towards Sustainability	Full	
102-43	Approach to stakeholder engagement	Introduction	Our Approach Towards Sustainability	Full	
102-44	Key topics and concerns raised	Introduction	Our Approach Towards Sustainability	Full	
102-45	Entities included in the consolidated financial statements				Entities included in the statements
102-46	Defining Report content and topic Boundaries	Introduction	About this Report, Our Approach Towards Sustainability	Full	
102-47	List of material topics	Introduction	Our Approach Towards Sustainability	Full	
102-48	Restatements of information				No restatements were required since last publishing data in 2012.
102-49	Changes in reporting	Introduction	About this Report	Full	
102-50	Reporting period	Introduction	About this Report	Full	
102-51	Date of most recent report	Introduction	About this Report	Full	
102-52	Reporting cycle	Introduction	About this Report	Full	
102-53	Contact point for questions regarding the report	Introduction	About this Report	Full	
102-54	Claims of reporting in accordance with the GRI Standards	Introduction	About this Report	Full	
102-55	GRI content index	GRI Content Index	Reporting Index	Full	
102-56	External assurance				Not applicable
Economic Performance					
201-1	Direct economic value generated and distributed	Managing Our Economic Impacts	Accelerating Direct Economic Impacts	Full	
201-3	Defined Benefit plan obligations and other retirement plans	Managing Our Economic Impacts	Providing Benefits	Full	

GRI ID	Description	Chapter	Section	Level of Coverage	Additional Detail/Omissions
201-4	Financial assistance received from government	Managing Our Economic Impacts	Building on Financial Assistance	Full	
Indirect Economic Impacts					
203-1	Infrastructure investments and services supported	Managing Our Economic Impacts	Serving Our Local Communities	Full	
203-2	Significant indirect economic Impacts	Managing Our Economic Impacts	Serving Our Local Communities	Full	
Energy					
302-1	Energy consumption within the organization	Managing Our Environmental Impacts	Reducing Energy Consumption	Partial	
302-2	Energy consumption outside of the organization	Managing Our Environmental Impacts	Improving Transportation	Partial	
Water					
303-1	Water withdrawal by source	Managing Our Environmental Impacts	Managing Water	Partial	
Emissions					
305-1	Direct (Scope 1) GHG emissions	Managing Our Environmental Impacts	Reducing Emissions	Full	
305-2	Energy consumption outside of the organization	Managing Our Environmental Impacts	Reducing Emissions	Full	
305-4	GHG emissions intensity	Managing Our Environmental Impacts	Reducing Emissions	Full	
Effluents and Waste					
306-2	Waste by type and disposal method	Managing Our Environmental Impacts	Reducing Waste Generated on Campus	Full	
Environmental Compliance					
307-1	Non-compliance with environmental laws and regulations	Managing Our Environmental Impacts	Ensuring Environmental Compliance	Full	
Employment					
401-1	New employee hires and employee turnover	Managing Our Social Impacts	Ensuring Diversity & Inclusion in Our Campus Community	Partial	

GRI ID	Description	Chapter	Section	Level of Coverage	Additional Detail/Omissions
Occupational Health and Safety					
403-1	Workers representation in formal joint management-worker health and safety committees	Managing Our Social Impacts	Promoting Health, Safety & Security	Full	
403-4	Health and safety topics covered in formal agreements with trade unions	Managing Our Social Impacts	Promoting Health, Safety & Security	Full	
Diversity and Equal Opportunity					
405-1	Diversity of governance bodies and employees	Managing Our Social Impacts	Ensuring Diversity & Inclusion in Our Campus Community	Partial	
Non-discrimination					
406-1	Incidents of discrimination and corrective actions taken	Managing Our Social Impacts	Ensuring Diversity & Inclusion in Our Campus Community	Full	
Local Communities					
413-1	Operations with local community engagement, impact assessments, and development programs	Managing Our Social Impacts	Serving Our Local Communities	Full	
413-2	Operations with significant actual and potential negative impacts on local communities	Managing Our Social Impacts	Serving Our Local Communities	Full	
Customer Privacy					
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Managing Our Social Impacts	Protecting Privacy	Full	