THE UNIVERSITY OF TEXAS AT ARLINGTON
GLOBAL REPORTING STANDARD SUSTAINABILITY REPORT

FY 2018 - FY 2022

UTA Sustainability

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LAND ACKNOWLEDGEMENT

The University of Texas at Arlington respectfully acknowledges the Wichita and Affiliated Tribes upon whose historical homelands this University is located. Their ancestors resided here for generations before being forcibly displaced by U.S. settlers and soldiers in the mid-1800s. We recognize the historical presence of the Caddo Nation and other Tribal Nations in the region; the ongoing presence and achievements of many people who moved to the area due to the Indian Relocation program of the 1950s and 1960s and the vital presence and accomplishments of our Native students, faculty, and staff.

ABOUT THIS REPORT

The University of Texas at Arlington's (UTA) FY 2018 - FY 2022 Global Reporting Initiative Sustainability Report provides an overview of our sustainability commitments, identifies our material environmental, social, and governance (ESG) issues and includes highlights of our recent ESG activities and performance. The information and data included in this report capture the sustainability efforts of UTA. The reporting period covers our 2018 - 2022 fiscal years (September 1, 2017, through August 31, 2022). Any exceptions to the reporting period are noted within the report. UTA plans to issue a sustainability report every three years.

The majority of reported data is based on a fiscal reporting cycle. It highlights year-to-year comparisons and provides 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. Regardless of differences in the annual period, all reported data falls under UTA's operational control and is separate from the rest of the University of Texas (UT) system. Financial data is reported in U.S. dollars.

In preparing this report, we referenced the GRI (Global Reporting Initiative) Sustainability Reporting Standards 2021 and the Association for the Advancement of Sustainability in Higher Education (AASHE) Sustainability Tracking, Assessment & Rating System (STARS) standard. The report content and data have been internally reviewed for accuracy. Third-party assurance was not conducted for this report.

For more information on UTA's sustainability initiatives, please visit our website or contact us directly:

The University of Texas at Arlington
Office of Sustainability
601 W. Nedderman Drive # 105
Arlington, Texas 76019

sustainability@uta.edu

MESSAGE FROM THE PRESIDENT

UTA is charting a path to becoming one of the nation's most inclusive and impactful research universities in the country. This report covers activities and progress on our sustainability commitments from fiscal year 2018 through 2022.

Institutions of higher education play a pivotal role in transforming the lives of individuals and their communities. At UTA, we view sustainability as a path of continuous improvement where our actions protect and enhance the human and natural resources needed for future generations to enjoy a quality of life equal to or greater than our own.

Our approach to addressing sustainability challenges is built upon four cornerstones: Education and Outreach, Strategic Planning, Research, and Operations. In 2019-2020, UTA launched an update to the Strategic Plan 2025 designed to shape the future of higher education. Our strategic plan is crucial for our continued progress on our sustainability commitments.

UTA takes pride in our role as a leader in higher education and ground-breaking research. In 2021, UTA was designated a Texas Tier 1 (National Research University Fund) research institution after more than a decade of sustained focus. This prestigious Texas distinction acknowledges our academic and research excellence, placing us among an elite group of national research institutions.

Leadership and service are best achieved when we are inclusive and celebrate diversity in our community. In a world that requires innovative and creative responses to its problems, reaching out across divisions and differences of all types often offers the best promise in finding solutions. We affirm

that inclusion and diversity enable us to be agents of change in an evolving world.

In recent years, UTA was challenged by the rapid emergence of COVID-19 that threatened our immediate and extended community. We rose to the challenge of ensuring the health and safety of our immediate community while maintaining excellence in teaching. Not only did we sustain a full year of online and hybrid learning, but we also conducted peak levels of research, awarded a record number of degrees, and increased overall graduation rates. In the fall of 2021, we welcomed students back to campus for in-person classes.

We affirm that inclusion and diversity enable us to be agents of change in an evolving world.

A UTA Maverick is an independent-minded person who finds unorthodox solutions. When we embody the Maverick Way, we dream big, set our goals high and aim to surpass them. The UTA community alumni, current members, and future Mavericks are changemakers who will contribute groundbreaking research, innovation, creativity, and passion to help make the world a better place for us all.

I welcome you to sit back, relax, and peruse the pages of the FY 2018 - FY 2022 GRI Sustainability Report.

Sincerely,
Jennifer Cowley, Ph.D.
President
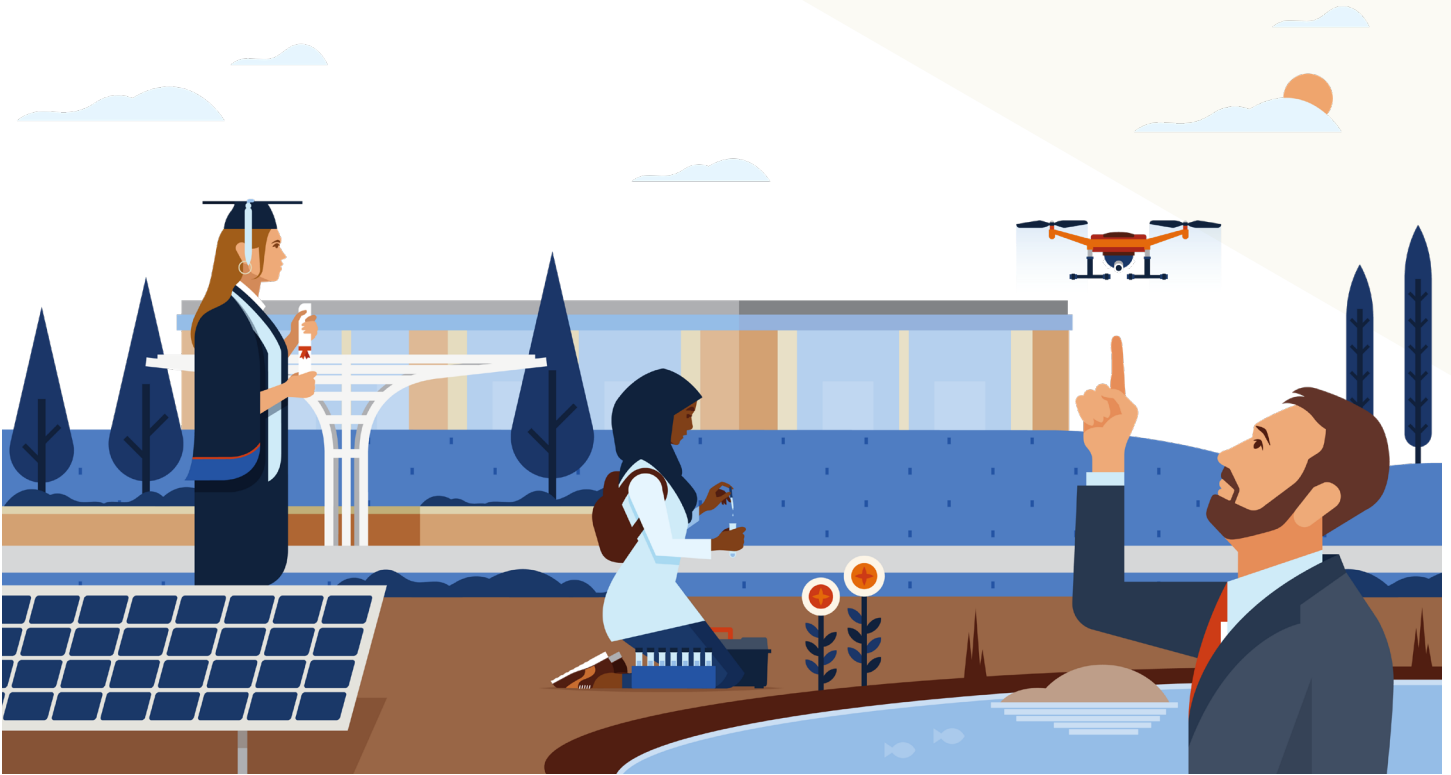
MESSAGE FROM UTA'S OFFICE OF SUSTAINABILITY

The UTA Office of Sustainability serves as a resource and a catalyst for sustainability initiatives on campus, often serving as the bridge between ideas and their practical implementation. Our collaboration with students, faculty, and staff inspires innovation that supports our sustainability goals and commitments, helps to educate students, and provides opportunities to enhance classroom learning.

The efforts of UTA students and staff have garnered national and global recognition for excellence in sustainability on a higher education campus. We demonstrate leadership through innovative research and operational efficiencies that improve health and education, reduce inequality, and spur economic growth while simultaneously addressing climate change.

UTA has been acknowledged for outstanding work in sustainability. We ranked No. 8 in the Times Higher Impact Rankings that assesses a university's efforts towards the United Nation's Sustainable Development Goals. In 2022, we received the Excellence in Sustainability Award by the National Association of Business Officers for our innovative approach to sustainability in higher education.

We demonstrate leadership through innovative research and operational efficiencies that improve health and education, reduce inequality, and spur economic growth while simultaneously addressing climate change.

The success of our sustainability initiatives requires engagement, participation, and collaboration across the University and beyond. We partner with entities in the Dallas-Fort Worth area that include businesses, local and state governments, higher education institutions, and small communities. We are building lasting relationships, addressing grand challenges, and most importantly, preparing students for long-term success in a complex and changing global environment.

We are excited to share this report about the many ways we have grown in the last five years and look forward to continuing our sustainability efforts with our Maverick community and neighbors.

John D. Hall
Vice President

Office of Administration and
Economic Development
University of Texas Arlington

Meghna Tare
Chief Sustainability Officer

Office of Sustainability
University of Texas Arlington

ABOUT UTA

Founded in 1895, UTA is a comprehensive research, teaching, and public service institution whose mission is the advancement of knowledge and the pursuit of excellence. UTA is a Carnegie Research 1 institution with more than 100 years of academic excellence and tradition. The largest university in North Texas and second largest in the UT System, UTA is located in the heart of Dallas-Fort Worth. Our students are challenged to engage with the world around them in ways that make a measurable impact.

Our campus spans 420 acres at the southern edge of downtown Arlington and includes more than 100 buildings, some of which date from 1919. UTA offers state-of-the-art facilities that encourage students to be critical thinkers. Through academic, internship, and research programs, our students receive real-world experiences that help them contribute to their community and beyond.

We have more than 180 baccalaureate, master's, and doctoral degree programs and more than 60,000 students walking our campus or engaging in online coursework each year. UTA has more than 240,000 alumni, 65% of whom still reside in the North Texas area and contribute to our annual economic impact.

Additional information about UTA is available on our website.

STUDENTS, EMPLOYEES AND ECONOMIC DEVELOPMENT

Academic year	2017-18	2018-19	2019-20	2020-21	2021-22
Students					
Global enrollment	59,783	60,473	60,891	60,735	57,113
Fall enrollment	41,712	42,496	42,863	42,733	41,515
Spring enrollment	40,060	40,823	41,024	40,310	38,734
Degrees and certificates	14,108	14,068	14,318	14,760	13,330
Staff					
Employees	7,483	7,660	7,355	7,468	7,814
Economic development					
Endowment net revenues (n/a)	160,622,337	163,468,320	174,253,204	221,742,002	203,134,018

ORGANIZATIONAL MEMBERSHIPS AND 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)
- Federal Demonstration Partnership (FDP)
- National Association of College and University Business Officers (NACUBO)
- National Academy of Inventors (NAI)
- Oak Ridge Associated Universities (ORAU)
- Tech Titans
- The Academy of Medicine, Engineering, and Science of Texas (TAMEST) Tech Fort Worth
- Universities Research Association (URA)

ACCREDIDATIONS

As University stakeholders, accrediting organizations inform UTA of adherence to established standards of quality and conduct through their periodic reviews. These accreditations are key to delivering high-quality education and research. At the institutional 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 10 years along with a fifth-year interim report.

College of Architecture, Planning, and Public Affairs	College of Architecture, Planning, and Public Affairs	College of Engineering
Council for Interior Design Accredidation	National Association of Schools of Art and Design	Computer Accredidation Commission
LEARN MORE	LEARN MORE	LEARN MORE

College of Architecture, Planning, and Public Affairs

National Architecture Accrediting Board

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College of Architecture, Planning, and Public Affairs

Planning Accreditation Board

LEARN MORE

College of Nursing and Health Innovation

Commission on Collegiate Nursing Education

LEARN MORE

College of Architecture, Planning, and Public Affairs

National Association of Schools of Public Affairs and Administration

LEARN MORE

Arlington's College of Business

The Association to Advance Collegiate Schools of Business - International

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College of Nursing and Health Innovation

Commission on Accreditation of Athletic Training Education

LEARN MORE

College of Architecture, Planning, and Public Affairs

Landscape Architecture Accrediting Board

LEARN MORE

College of Engineering

Engineering Accreditation Commission

LEARN MORE

School of Social Work

Council on Social Work Education

LEARN MORE

AWARDS AND ACCOLADES

Our commitment to sustainability is earning recognition and honors from notable sources including:

2022 Excellence in Sustainability Award by NACUBO

The Excellence in Sustainability Award recognizes institutions for a specific campus innovation, process or program that advances environmental sustainability in higher education as well as progress toward a more environmentally sustainable future. NACUBO's mission is to advance the economic viability and business practices of higher education institutions and to support the fulfillment of their missions. The 60-year-old association represents more than 1,900 colleges and universities across the country.

2022 Times Higher Education Impact Rankings

UTA ranked No. 8 among American colleges and universities in the international 2022 Times Higher Education Impact Rankings. The Times Higher Education Impact Rankings assess a university's progress toward the United Nations' Sustainable Development Goals (SDGs), which include 17 global initiatives that encompass education, human rights, public health, community development, and economic growth.

Overall, UTA scored 86.6 on a 100-point scale. UTA's 89.9 score in the Partnership for the Goals category, which was the University's highest score among the 17 global initiatives, improved six spots from our 2021 standing in the same rankings. There were 42 U.S. institutions and more than 300 universities worldwide participating this year. UTA ranked in the top 25% for nine of the 12 SDGs, and the top 50% for all submitted SDGs. Highlights include:

- UTA ranked 72nd in Good Health and Wellbeing.
- UTA ranked 87th in Gender Equality.
- UTA ranked 53rd in Peace, Justice and Strong Institutions.

2021 EPA Food Recovery Challenge National Award for Leadership

The EPA recognized UTA for outstanding leadership in the sustainable management of food through the Food Recovery Challenge (FRC). The FRC is a partnership among the EPA, U.S. Department of Agriculture and the Food and Drug Administration to reduce food loss and waste through combined federal action. Together, the participants of the FRC prevented and diverted over 1.2 million tons of food waste from entering landfills and incinerators.

2021 United Nations University (UNU) Award for Flagship Project

UNU Institute for the Advanced Study of Sustainability (UNU-IAS) awarded UTA's Sustainable Cities Challenge project for its contribution to Education for Sustainable Development (ESD). This award is given annually to Regional Centres of Expertise (RCE) that have made outstanding contributions to address local sustainable development challenges in their regions. UTA is a participating member of RCE North Texas. The six-month-long SDGs Cities Challenge brought participating organizations together in a collaborative, learn-and-do group-training engagement to gain SDG expertise and align city goals with the UN's 2030 Agenda for Sustainable Development.

Additional information about these and other awards earned by UTA is available on our website.
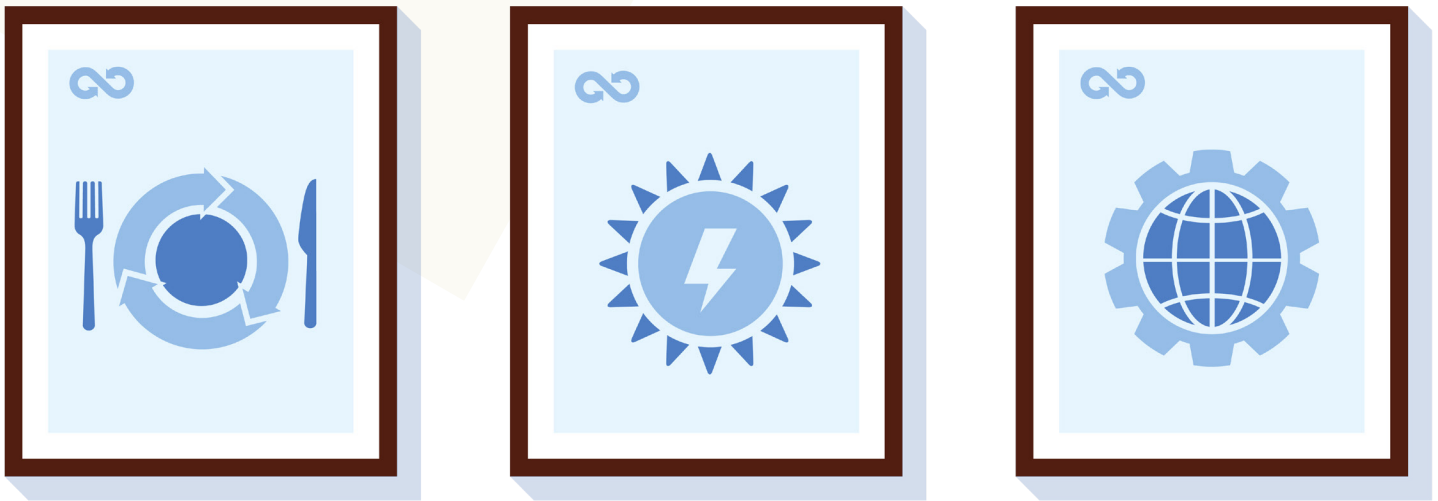
RANKINGS AND RECOGNITION

Our highly ranked academic programs attract the best and brightest scholars from around the world. Our faculty and students consistently receive national and international recognition for their accomplishments. Learn more about our rankings and recognition on our website.
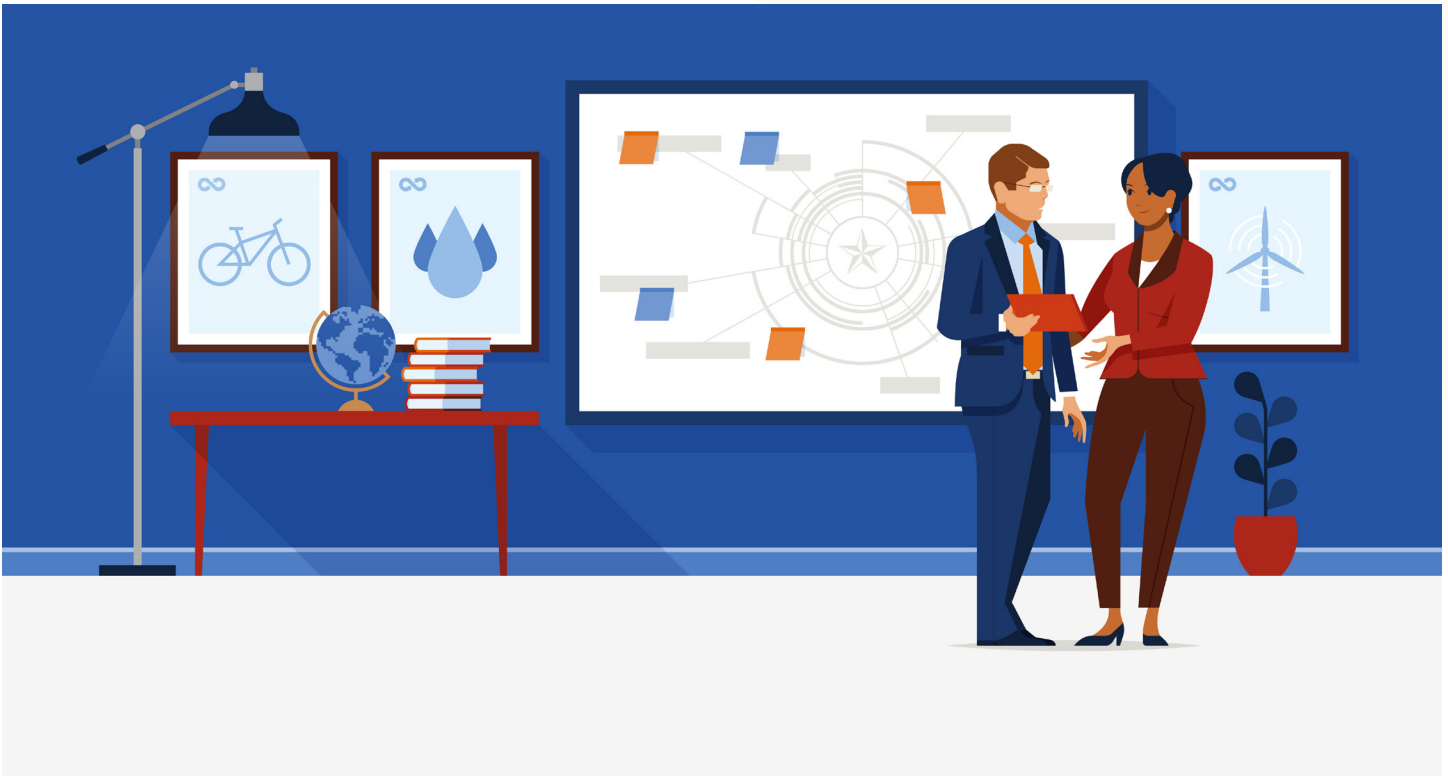
OUR APPROACH TOWARDS SUSTAINABILITY

GOVERNANCE

The Board of Regents, the governing body for the UT 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. Presidents of each institution in the UT System are selected by the board. UTA's president reports to the Chancellor, the chief executive officer of the UT System. The Chancellor reports to the Board of Regents. UTA's strong central organization, led by our president, operates with efficiency, clarity, and integrity. A detailed organization chart is available for the UT system and UTA.

UTA's Sustainability Committee, which is in charge of improving our sustainability performance in both education and operations, consists of representatives of our staff, faculty, students, community, and alumni. The committee provides advice on sustainability plans, reports, and products and creates options for various sustainability initiatives and projects. It enhances collaboration and synergy between different groups working on sustainability issues on campus, including facilities management, curricula, research, and public awareness. In addition, it disseminates ideas and proposed directions to representative organizations and develops strategies for addressing topics including transportation, academics, procurement, building design, climate change, dining services, landscape and habitat, energy and water conservation, environmental management systems, and waste reduction. The committee meets twice every semester.

SUSTAINABILITY PRACTICES AND POLICIES

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 to consider our ESG impact 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.

The UT System's Policy on Sustainability Practices confirms our commitment to environmental stewardship and promoting principles of energy efficiency and sustainability. In addition, UTA has adopted the following policies to expand the adoption and implementation of sustainable practices within all levels of the University:

- Sustainability policy
- Anti-idling policy
- Recycling policy
- Green building policy
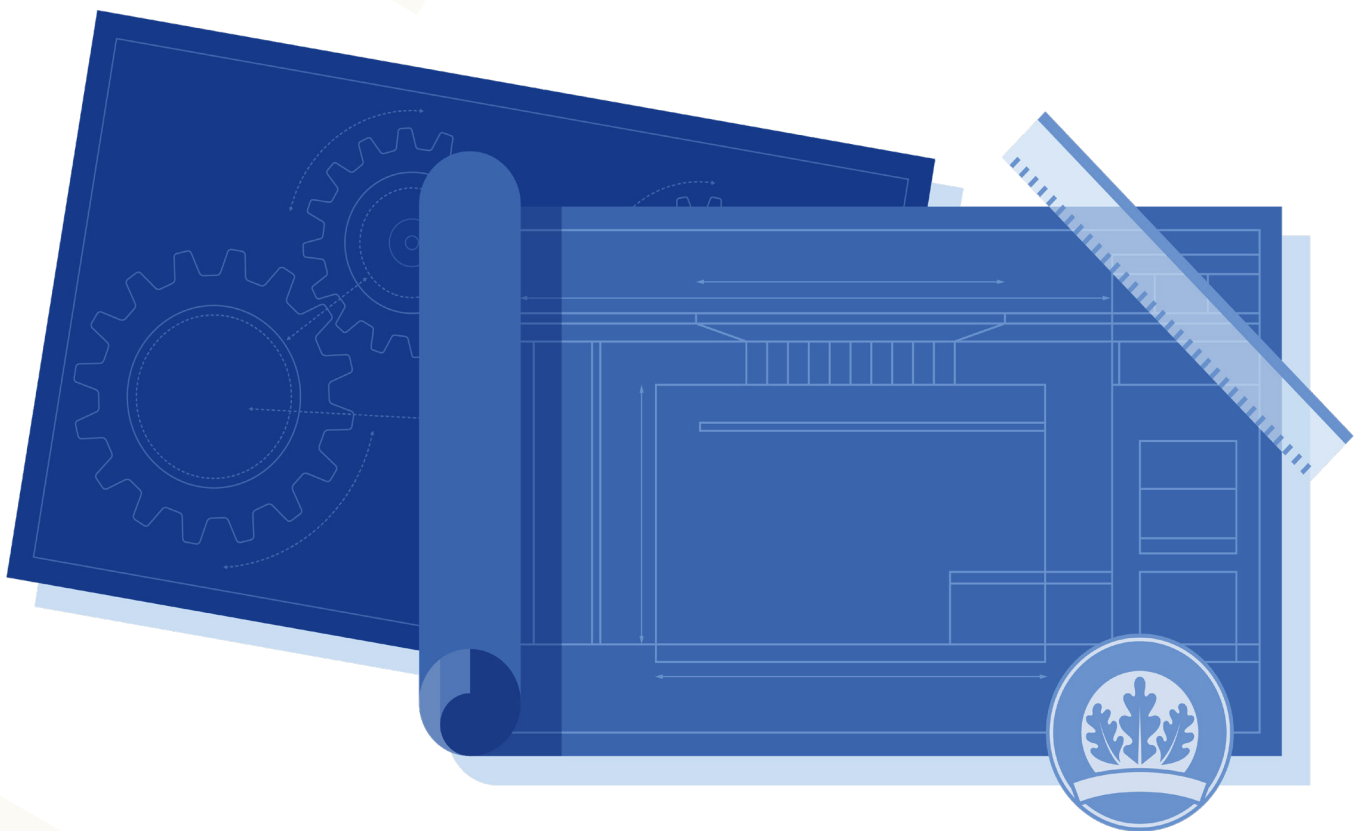
ETHICAL CONDUCT

The [Rules and Regulations of the Board of Regents of The University of Texas System](#) is the official repository of policies and procedures established for the UT System. It is maintained by the Office of the Board of Regents. All employees and students at UTA are expected to read these rules and regulations. The Office of Student Conduct is committed to helping students understand the Regents' Rules and Regulations.

In addition, the [UTA Handbook of Operating Policies (HOP)](#) and procedures apply to the entire campus community. All students, faculty, staff, affiliates, and visitors to the University are governed by these policies and should become familiar with them. Policies and procedures in the HOP supersede and preempt any inconsistent departmental policies, procedures, and guidelines not included in the HOP.

All students, faculty, and staff are expected and required to obey federal, state, and local laws; to comply with the Regents' Rules and Regulations and the UT system's institutional rules and regulations; to follow 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.

In support of UTA's and UT System's visions, missions, and goals, the [University Compliance Services](#) strives to provide an atmosphere of awareness that encourages all UTA employees to conduct themselves with high ethical standards in compliance with applicable laws, rules, regulations, and policies governing higher education and research. Our comprehensive compliance program evaluates and identifies risks that are critical to the institution and ensures that critical risks are properly managed by the appropriate individuals.

UTA provides multiple mechanisms for seeking advice and raising concerns, including [anonymous reporting](#). We have engaged a company not affiliated with the UT System to provide an anonymous ethics and compliance hotline that anyone can use to report ethical concerns and violations. This hotline is available 24 hours a day, 7 days a week, 365 days a year via the following channels: toll-free telephone numbers and a website with English and Spanish language capabilities for online reporting. All reports of allegations are routed to UTA's Triage Team for review and investigation.

All employees are encouraged to address compliance concerns through UTA's normal administrative channels. To report suspected compliance violations of any kind, including violations related to the ethics policy, fraud and abuse, conflicts of interest, financial reporting, internal accounting controls or audit matters, employees have the following options: They can talk to their supervisor, contact UTA's Compliance Officer, manager or other appropriate individual or utilize UTA's compliance hotline.

Suspected fraud, waste, and abuse involving state resources can also be reported to the Texas State Auditor's Office Hotline at 1-800-TX-AUDIT (1-800-892-8348). Additional information is available at the [Texas State Auditor's Office Hotline website](#).

VALUE CHAIN

By mapping our value chain, we can analyze our chain of control and influence to better understand our critical impacts and contributions to the world around us, as well as highlight the value that our ESG efforts create for the University and surrounding communities. Our primary activities are research, teaching, service, student services, and alumni engagement. We provide services — human resources,

general administration, marketing, accounting and finance, procurement, and facilities management — to support these activities. In conducting our primary and supporting activities, we pursue our mission as an institution of higher learning.

Operating our facilities produces economic and environmental impacts that affect our local community and supply chain. UTA's supply chain consists of vendors that provide office supplies, food, electronic equipment, janitorial supplies, and vehicles. The responsible procurement section of this report includes detailed information about our suppliers and purchasing policies and procedures.

Inputs

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OPERATIONAL ACTIVITES

Teaching, Research | Service | Student Services | Alumni Engagement | Supporting | Human Resources | Administration | Marketing | Accounting/Finance | Procurement | Facilities Management

Manufactured	Natural	Human	Social/Relationship	Intellectual
✓ Buildings & Equipment	✓ Water ✓ Fuel ✓ Land ✓ Biodiversity	✓ Faculty Expertise ✓ Governance ✓ Ethics Policies ✓ Administrators' Expertise	✓ Partnerships with Community ✓ Stakeholder relationships	✓ Software ✓ Patents ✓ Information Systems

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VALUE CREATED OUTCOME

Intellectual Capital | Reputation | Community Relationships
Local economy | Quality of Experience | Cost efficiencies | Financial
Quality of Work Life | Leadership | External communication |
Continuity of Programs | Efficiencies

THE INTERNATIONAL <IR> FRAMEWORK

STAKEHOLDER ENGAGEMENT

Stakeholders are critical to the process we undertake to assess, monitor, and manage our organizational footprint. We mapped our key stakeholders based on our mission and operations. We also analyzed our value chain to identify additional stakeholders.

Our stakeholders include faculty and staff, students, alumni, state and local agencies, and community members. These entities and individuals will be affected by our activities and services, and, conversely, their actions will affect the ability of the University to implement our strategies or achieve our objectives.

We maintain a dialogues with our key stakeholders through a variety of methods to discuss what matters most to them and to identify actual and potential impacts from our activities. Our stakeholders provide important feedback to us about the content of this report and other matters affecting our mission and operations on an on-going basis.

Key stakeholders	Ways we engage	Frequency
Students	Participation in student association surveys, newsletters	Weekly
Employees	Emails, board participation	Bi-weekly
Public agencies	Grants, community projects, sustainability reports, emails, newsletters, outreach events	Monthly
External research and academic institutions	Emails, symposiums, Texas Regional Alliance for Campus Sustainability, regional sustainability initiatives	Bi-monthly
NGOs	Emails, newsletters, board participation	Quarterly
Local community	Emails, newsletters, personal meetings	Ad-hoc, bi-weekly, quarterly
Accreditation organizations	Direct communications	Various accreditation cycles

MATERIALITY ASSESSMENT

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. In 2018, we revised how we conduct materiality assessments. We began by mapping and evaluating our value chain to better understand what the impacts are from our activities and where they occur. To determine our material topics, we analyzed inputs from a range of internal and external sources, including feedback gathered from stakeholders over the years. With the help of external experts and the campus community, the Office of Sustainability (OOS) validated the identified topics and aligned them to AASHE initiatives. The final set of materials issues, which included economic value generated for our campus community, labor, and topics related to our environmental footprint, were aligned to our larger Strategic Plan 2025 and Our Campus Master Plan.

During the UTA FY 2018 - FY 2022 GRI Sustainability Report development process, a high-level review of our material topics was conducted by the OOS. It included analysis of global trends and inputs from a range of internal and external sources. This review helps UTA understand the most significant sustainability issues for the University and our stakeholders and supports the full assessment undertaken in 2018. Broad stakeholder engagement was not a component of this materiality review; rather, we relied on previous input and communications with our stakeholders, as well as desktop research, to inform the process.

We are committed to regularly evaluating our material topics as our organization and operating environment continue to evolve.

IDENTIFIED MATERIAL TOPICS

Topics identified as material were prioritized based on the significance of environmental, social, and economic impacts across UTA's value chain and their importance to stakeholders. As a result of our 2022 materiality review, three social topics (data privacy, health, safety and wellness, and student access and success) were added to the list of material topics.

Environmental	Social	Economic
Emissions	Community engagement	Economic performance
Energy	Data privacy	Responsible procurement
Transportation	Diversity and inclusion	
Waste	Indirect economic impacts	
Water and effluents	Health, safety, and wellness	
	Student access and success	
	Talent management	
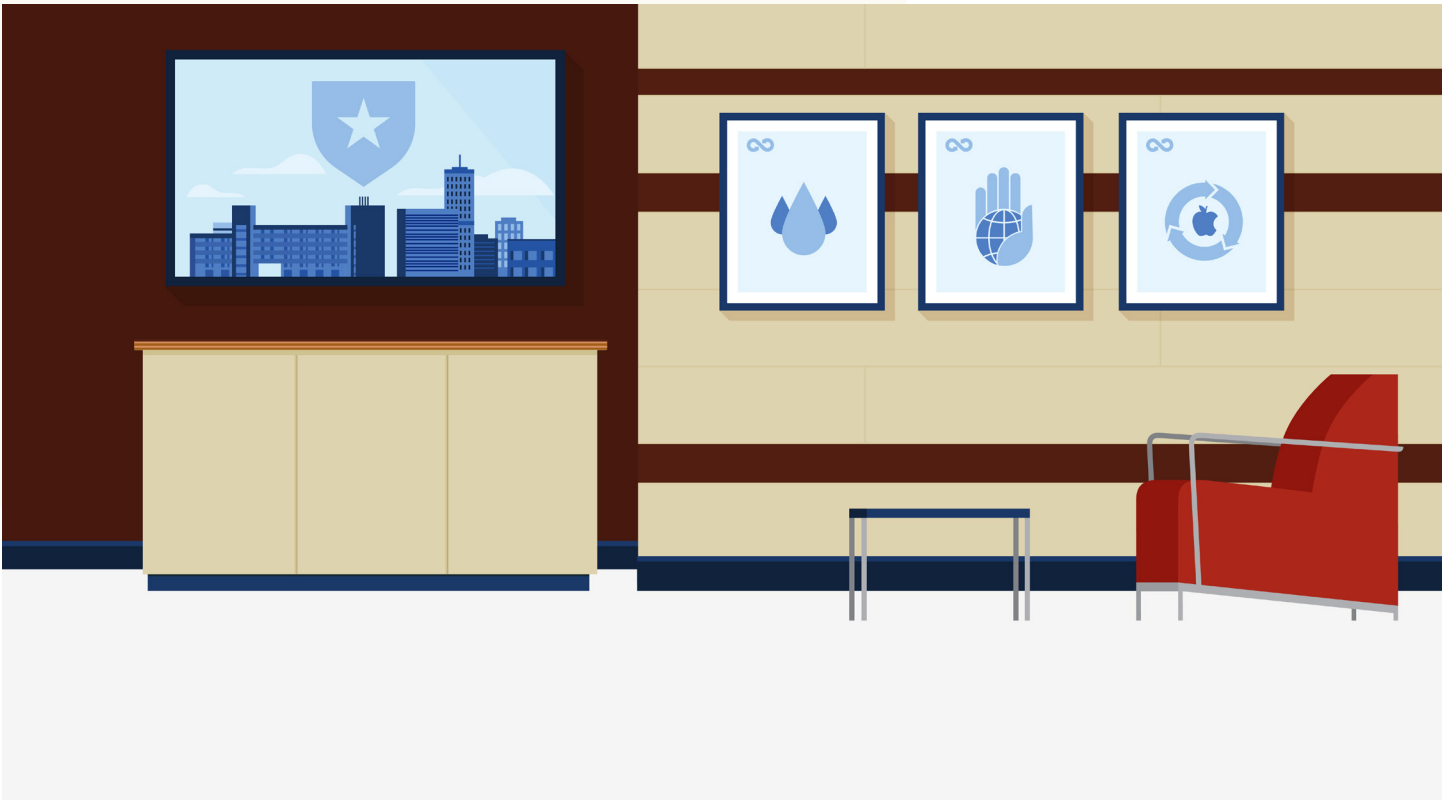
ENVIRONMENTAL IMPACTS

MANAGING OUR ENVIRONMENTAL IMPACTS

UTA is committed to conserving natural resources and reducing our carbon footprint and strives to become a leader in campus sustainability through the efforts of faculty, staff, and students.

As the largest university in North Texas and second largest in the UT System, the UTA campus includes housing facilities, administrative offices, a transportation fleet, and campus police. Our physical presence in downtown Arlington spans 420 acres with 112 buildings and a thermal plant that provides heating and cooling services. Due to the nature of our operations in the North Texas region, we have significant environmental impacts from energy and water consumption and waste generation. Our impacts occur primarily on and around campus. Managing those impacts is a challenge requiring ongoing engagement with our campus community.

We value continuous improvement in our campus operations and actively engage in resource conservation projects. These efforts include collaborations with student-led initiatives to promote sustainable behaviors. Through our understanding of "campus as a living laboratory," we are well positioned to promote and encourage groundbreaking research that fosters solutions to climate challenges. Our role in higher education also means we can facilitate environmental learning in our curriculum. The success of sustainability initiatives implemented on campus by the campus community requires engagement, participation, and collaboration at all levels of the University — across campus and beyond. We are making great progress towards our ESG efforts within the institution and through partnerships with communities, businesses, government, and other higher education sectors.

WHY THIS MATTERS TO US

As a higher education institution, we operate like a small citizenry. We create significant environmental impact from waste generated on campus, water and energy consumed in our buildings, and energy produced by our power plant. As a campus in the heart of Arlington, our footprint and growth affect our nearby and surrounding communities. Our greatest environmental impact is from greenhouse gas (GHG) emissions because of heating and cooling our classrooms, administration buildings, research laboratories, and our hospital. We monitor our direct and indirect energy use and identify opportunities to improve our operations and promote sustainable behaviors.

These challenges also provide opportunities for developing new spaces that minimize the use of natural resources and engage our campus community in sustainable behaviors. 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. 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 act. 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. Our goal is to demonstrate sustainability leadership and serve as an example for other educational institutions.

HOW WE MANAGE

Our aim is to manage operations responsibly, so 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. As stewards of our campus community and built environment, we have established policies for recycling, construction of green buildings, and anti-idling for vehicles. We are members of Air North Texas, which is a regional public awareness campaign and partnership that seeks to improve air quality in North Texas. We work collaboratively with them to improve the air quality of the region through programs like car sharing and bike sharing that aim to reduce GHG emissions and reduce congestion on campus.

OOS collaborates with the Office of Facilities Management and other departments across the University to develop a set of environmental management goals and key approaches for performance improvement in the areas of greatest impact: energy and buildings, transportation, water conservation, food and dining, and waste minimization. Our sustainability objectives also include plans related to habitat and open space development. The OOS engages with all the departments across campus through outreach and education such as the Office Green Team and Green Office Programs. These programs take a coordinated, long-term, and campus-wide approach, providing resources, helpful guidelines, and on-going consultation as needed.

Classified by the Carnegie Foundation as a Research-1: Doctoral, University, UTA adheres to federal, state, and local laws and regulations. Environmental compliance and chemical and biological safety in research laboratories and University spaces are critically important. 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 Environmental Health & Safety (EH&S) Office has implemented an Environmental and Regulatory Management System (ERMS), which is a methodical approach to minimize negative environmental impacts, maintain regulatory compliance, promote sustainability, and encourage safe work practices at the UTA. The EH&S Office works hard to ensure UTA complies with all regulations and promotes a safe and healthy campus environment.

HOW WE EVALUATE AND IMPROVE

In collaboration with Office of Facilities Management and Department of Parking and Transportation, the OOS tracks performance data for emissions reductions, energy usage and efficiency, waste diversion, and utilization of car and bike sharing programs and continuously strives to improve. OOS works collaboratively with various departments on campus such as Parking and Transportation, Dining Services, Housing, and Student Affairs to assess and educate students, faculty, and staff on various programs focusing on sustainable behaviors and awareness.

The UTA Sustainability Committee is responsible for improving sustainability performance across the University and regularly reviews and analyzes best practices to identify opportunities, provide recommendations, and facilitate the implementation of new initiatives and programs to support UTA's environmental performance goals.

The EH&S Office performs periodic internal program reviews and participates in the UT System Environmental Health & Safety Peer Review Process developed to identify safety and environmental compliance issues. The EH&S Office continuously monitors and improves operations, with the goal of meeting or exceeding our compliance with applicable regulations, policies, and voluntary standards.

MINIMIZING EMISSIONS

OOS is focused on identifying, measuring and reducing the University's GHG emissions and other harmful air emissions through multiple approaches. We generate GHG emissions that result from a variety of activities such as lighting, heating and cooling buildings, and traveling to/from meetings. Our direct (Scope 1) GHG emissions are from sources that we own or control, such as our campus bus service, business travel in a University car or fuel combustion in our thermal plant. Our indirect (Scope 2) GHG emissions result from electricity purchased from an outside utility provider.

At this time, UTA is not reporting on value chain (Scope 3) GHG emissions such as employee commuting, business travel, extraction, and production of purchased material; transportation of purchased fuels; and use of sold products and services. We lack the data to make those calculations.

In accordance with the GHG Protocol, Corporate Accounting and Reporting Standard, UTA updates our Scope 1 and 2 emissions inventory 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 our buildings, the quantity of fuel used in our vehicles, and refrigerant purchased by the University, while our Scope 2 emissions data is based on purchased electricity. In 2022, we updated our GHG emissions inventory that will serve as a measure of environmental performance.

SCOPE 1 AND SCOPE 2 EMISSIONS INVENTORY

Emissions sources (metric tons CO_2e)	FY18	FY19	FY20	FY21	FY22
Total Scope 1 and 2 emissions[1]	75,555	74,324	71,584	67,956	71,847
Natural gas[5]	18,851	21,161	20,623	20,718	21,027
Stationary gasoline	3,500	3,021	2,548	2,311	2,350
Stationary diesel	41	35	64	62	26
Gasoline fleet	745	637	560	508	516
Diesel fleet[3]	8	3	1	1	-
Refrigerants and chemicals[4]	332	373	3,864	4,065	4,226
Purchased electricity[2]	52,078	49,095	43,924	40,291	43,702

Changes in totals and percentages are attributed to the following:

[1] Total Scope 1 and 2 emissions decreased by 5% from FY18 to FY22.

[2] Electricity is our largest contributor of GHG emissions. These emissions have decreased by 16% since 2018.

[3] The small amount of diesel fuel used in campus fleet vehicles was added to the Stationary Diesel calculation.

[4] Changes to the refrigerant emissions were due to using a different calculation method than was used in prior years. A GHG emissions inventory was conducted in FY22 using the U.S. EPA Center for Corporate Climate Leadership's Greenhouse Gas Inventory Guidance that assumed a 10% factor of refrigerant lost each year from the total capacity of equipment. This resulted in an increase of fugitive emissions compared to past years. In 2023, UTA facilities will begin using this method to track refrigerants for more accurate calculations for future years.
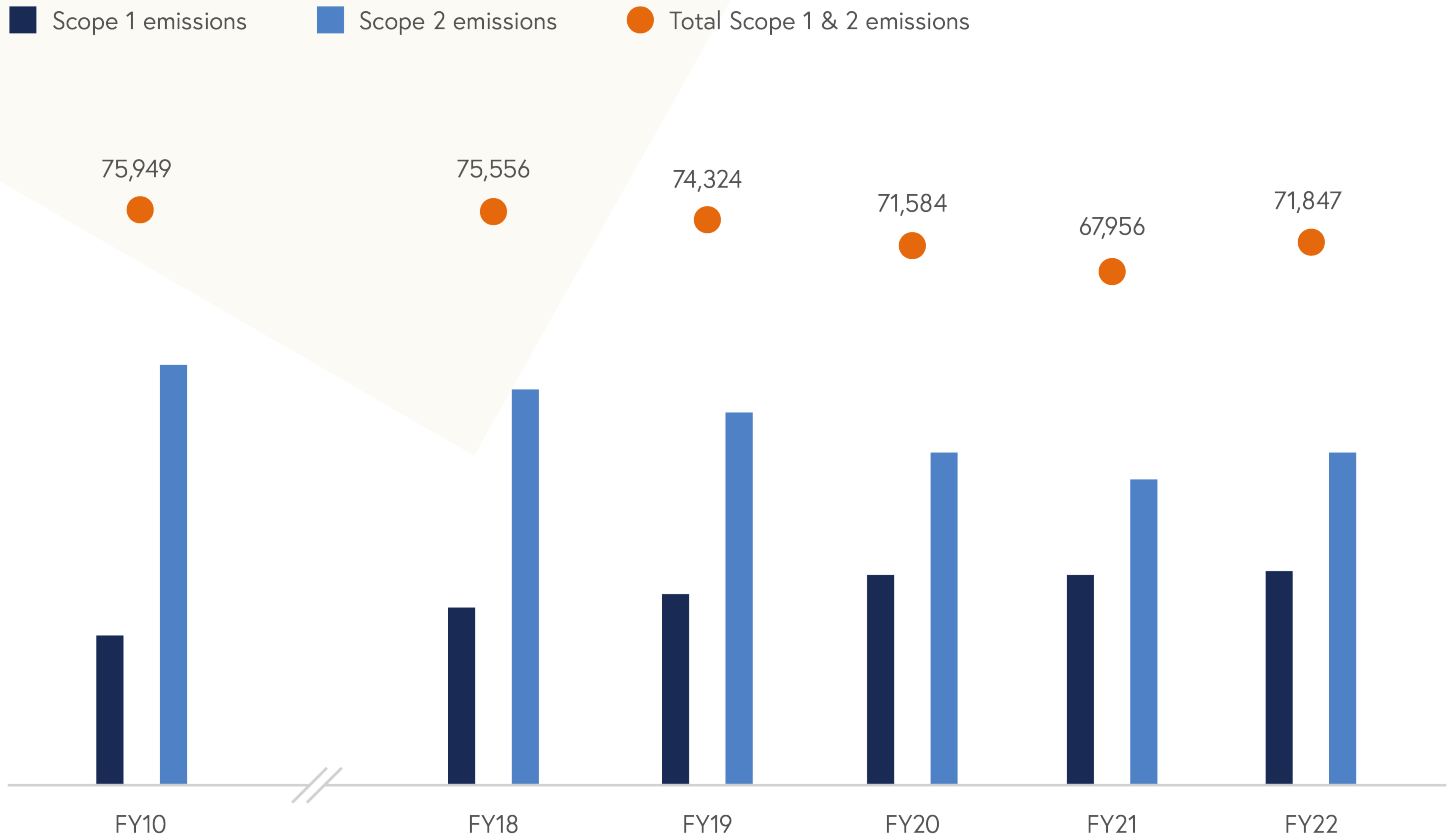
[5] While overall emissions decreased during FY18 to FY22, natural gas increased due to UTA's campus expansion from 2010 to 2022.

FY22 total Scope 1 and 2 emissions decreased 5% from 2010, which is the baseline year used in the FY22 UTA GHG Emissions Inventory.

The following illustration represents the portion of GHG emissions from Scope 1 and Scope 2. Electricity usage represented the largest source of emissions followed by emissions from natural gas consumption. GHG emissions intensity decreased in FY22 from FY18.

TOTAL SCOPE 1 AND 2 EMISSIONS

(metric tons of CO_2e)

■ Scope 1 emissions   ■ Scope 2 emissions   ● Total Scope 1 & 2 emissions

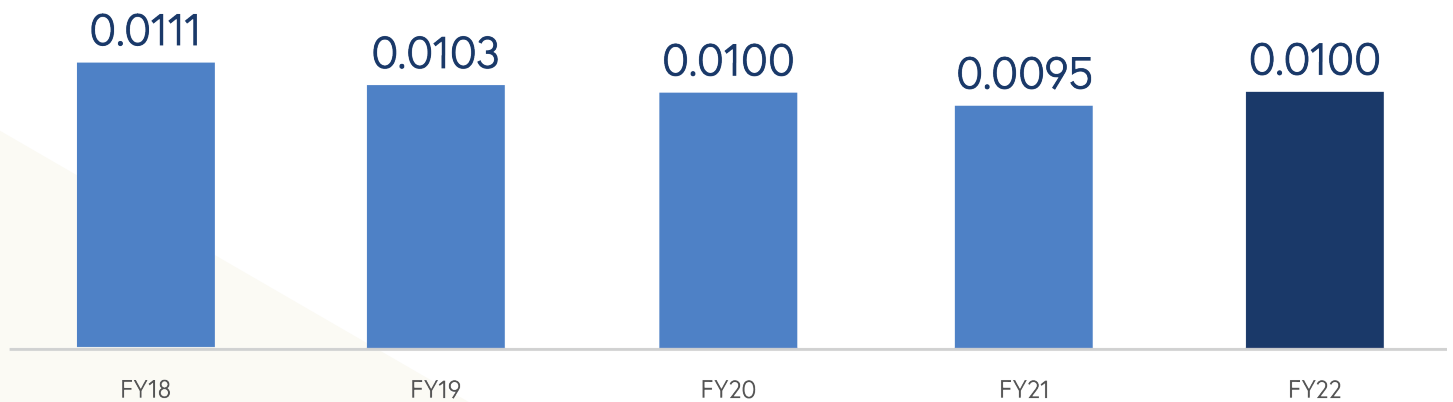|	FY10	FY18	FY19	FY20	FY21	FY22
Total Scope 1 & 2	75,949	75,556	74,324	71,584	67,956	71,847

GHG EMISSIONS INTENSITY

(Scope 1 and Scope 2 emissions per sq. ft.)

2010 baseline: 0.0145

FY18	FY19	FY20	FY21	FY22
0.0111	0.0103	0.0100	0.0095	0.0100

The following chart illustrates UTA's emissions distribution in 2018 and 2022.

SCOPE 1 AND 2 EMISSIONS BY SOURCE

2018

2022
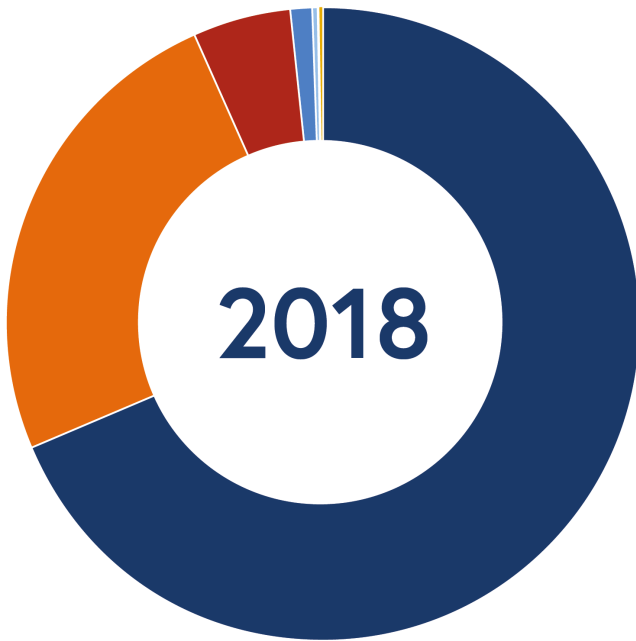
	2018		2022
🔌	69% Purchased electricity	🔌	61% Purchased electricity
🔥	25% Natural gas	🔥	29% Natural gas
⛽	5% Stationary gasoline	❄️	6% Refrigerants
⭐	1% Campus fleet	⛽	3% Stationary gasoline
❄️	0.44% Refrigerants	⭐	1% Campus fleet
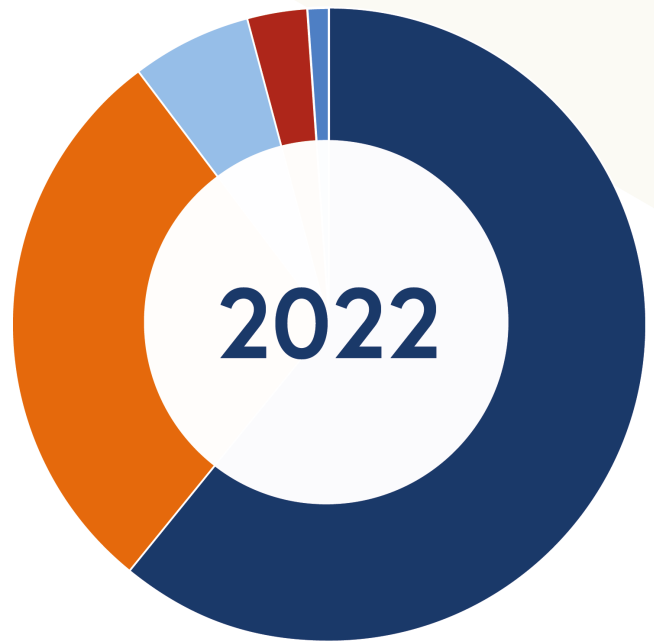
Note: Stationary diesel were de minimus in FY18 and FY22.

REDUCING FLEET EMISSIONS

UTA fleet vehicles include cars and trucks to support campus maintenance, grounds crews and campus security. Although fleet emissions account for less than 1% of our GHG emissions, the fleet is under our direct control and presents a highly visible opportunity for reducing emissions. Leading by example, Facilities Services is looking at ways to reduce the environmental impacts of our fleet while serving a growing campus community in a cost-effective manner. Our anti-idling policy prohibits all fleet vehicles to idle for more than five minutes. UTA supports alternative fuel and power technology for fleet vehicles while encouraging alternative transportation options and services:

- Free shuttle service for students, faculty, and staff to get around campus.
- Carpool and ride sharing through the Zipcar and Via programs.
- Bike rentals and bike repair stations on campus for the convenience of students and employees.
- Eight electric vehicle (EV) charging stations.

GASOLINE CONSUMPTION

The total gallons of gasoline and diesel fuel used by our fleet vehicles decreased 31% from 87,464 gallons in FY18 to 60,079 gallons in FY22.

Fuel consumption (gallons)	FY18	FY19	FY20	FY21	FY22
Total	87,464	74,415	65,280	59,147	60,079
Fleet gasoline	86,721	74,135	65,143	59,086	60,079
Fleet diesel	743	280	137	61	0

ENHANCING AIR QUALITY

UTA participates in the effort to improve air quality in the North Texas region. Through a public awareness campaign with Air North Texas, UTA provides education and outreach about alternative modes of transportation to and from the campus and surrounding communities. More information is available in the improving sustainable commuting and transportation options section.

Air North Texas

The 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. In nonattainment areas of the country, 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, and opting for clean air transportation choices like walking and bicycling.

REDUCING ENERGY CONSUMPTION

The use of natural gas is a source of GHG emissions, accounting for nearly 29% of the University's total emissions. This energy directly provides heating and cooling to buildings. Indirect emissions from electricity consumption, accounting for nearly 61% of the University's total emissions, provides lighting for more than 7 million square feet of building space and powers electronic equipment, computers, and devices. 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.

UTA is committed to reducing GHG emissions through savings from utility contracts that offer competitive rates. The cost savings from lower utility purchases help us make further investments to improve our energy infrastructure and energy-efficient projects.

We also promote sustainable behaviors to reduce energy consumption. For example, prior to winter break each year, UTA distributes a document entitled "Winter Break Energy Savings Initiative" to all faculty and staff. It asks them to help conserve energy on campus by taking the following measures when leaving for the break:

- Lower the heating temperature and turn off air conditioning in areas controlled directly by an occupant.
- Turn off and unplug all electrical devices.
- Turn off all lights and ice makers

We hope that students leaving for the winter break implement these conservation tips in their communities.

During the period from 2018 through 2022, we were able to reduce our energy consumption and costs. These reductions were the result of energy performance contracts that identified conservation opportunities and facility improvements. Due to the climate in Texas, utility use for lighting, heating and cooling our buildings is an ongoing challenge. However, we think the 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 cool large volumes of outdoor air.

DIRECT ENERGY CONSUMPTION BY PRIMARY SOURCE

Energy consumption (MMBtu)	FY18	FY19	FY20	FY21	FY22
Total	779,221	826,236	794,355	762,533	799,659
Electricity	411,097	416,459	395,914	363,360	394,853
Solar on-site	1,632	1,430	941	669	856
Natural gas	355,104	398,614	388,491	390,280	396,088
Gasoline	10,830	9,258	8,135	7,379	7,503
Diesel	558	475	874	845	359
CNG	-	-	-	-	-

INDIRECT ENERGY CONSUMPTION BY PRIMARY SOURCE

Electricity	FY18	FY19	FY20	FY21	FY22*
Total (kWh)	120,451,296	122,022,393	116,002,676	106,464,373	115,692,047
UTA renewable energy (kWh)	23,849,357	26,234,814	29,580,682	30,448,811	35,864,535
Percentage mix renewable	19.8%	21.5%	25.5%	28.6%	31.0%

*Through September 2022

ENERGY UTILIZATION INDEX

(british thermal units per gross square foot per year)

2010 baseline: 141,572

112,562	112,889	109,707	106,068	110,484
FY18	FY19	FY20	FY21	FY22
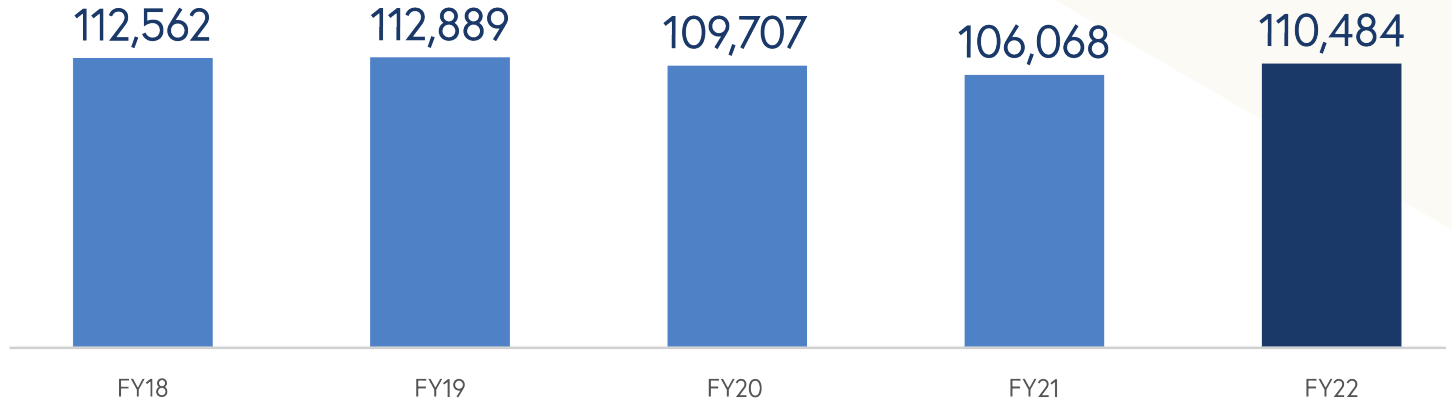
IMPROVING SUSTAINABLE COMMUTING AND TRANSPORTATION OPTIONS

UTA is located in the middle of the nation's fourth-largest metropolitan region: the Dallas-Fort Worth Metroplex. Population density and growth place pressure on the region's transportation corridors while increased traffic congestion contributes to vehicle emissions that negatively impact air quality.

Idling engines create local air pollution and increase health risks to faculty, students, staff, drivers, operators, and the community at large. To minimize these negative impacts, 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 UTA fleet vehicles and visiting vehicles over 14,000 pounds. Campus police fine all violators.

LOWERING BARRIERS TO ECO-FRIENDLY MOBILITY

UTA is focusing on strategies to improve sustainable commuting and transportation. 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 improving sustainable transportation efforts on campus. In 2022, 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.

We promote alternatives to personal car ownership through several programs. The Zipcar Carshare Program, which was established in 2021, is available to students without personal vehicles on campus. Car sharing reduces vehicle miles to and from campus and gives students more options for mobility.

ZIPCAR CARSHARING PROGRAM

Utilization	FY21	FY22	Total
Reservations	3,751	8,395	12,146
Hours	10,696	21,786	32,482
Miles	138,211	325,666	463,877
Fleet	30	64	94

UTA Parking and Transportation established a partnership with the City of Arlington, May Mobility, and Via to bring ride sharing services to campus. After a successful year-long pilot that provided over 28,000 free rides to UTA students, UTA will continue to provide ride sharing services to and from campus.

In early 2022, as part of the UTA Sustainability Assessment, the OOS conducted a Commuting Behavior Survey looking for qualitative feedback that was sent to students, faculty, and staff. The survey was created to better understand the programming and education needed to support sustainable commuting options to and from campus. The OOS plans to distribute the survey annually to assess changes in commuting behavior, increase awareness of sustainable transportation options, and identify additional needed improvements to the services offered for sustainable commuting and transportation.
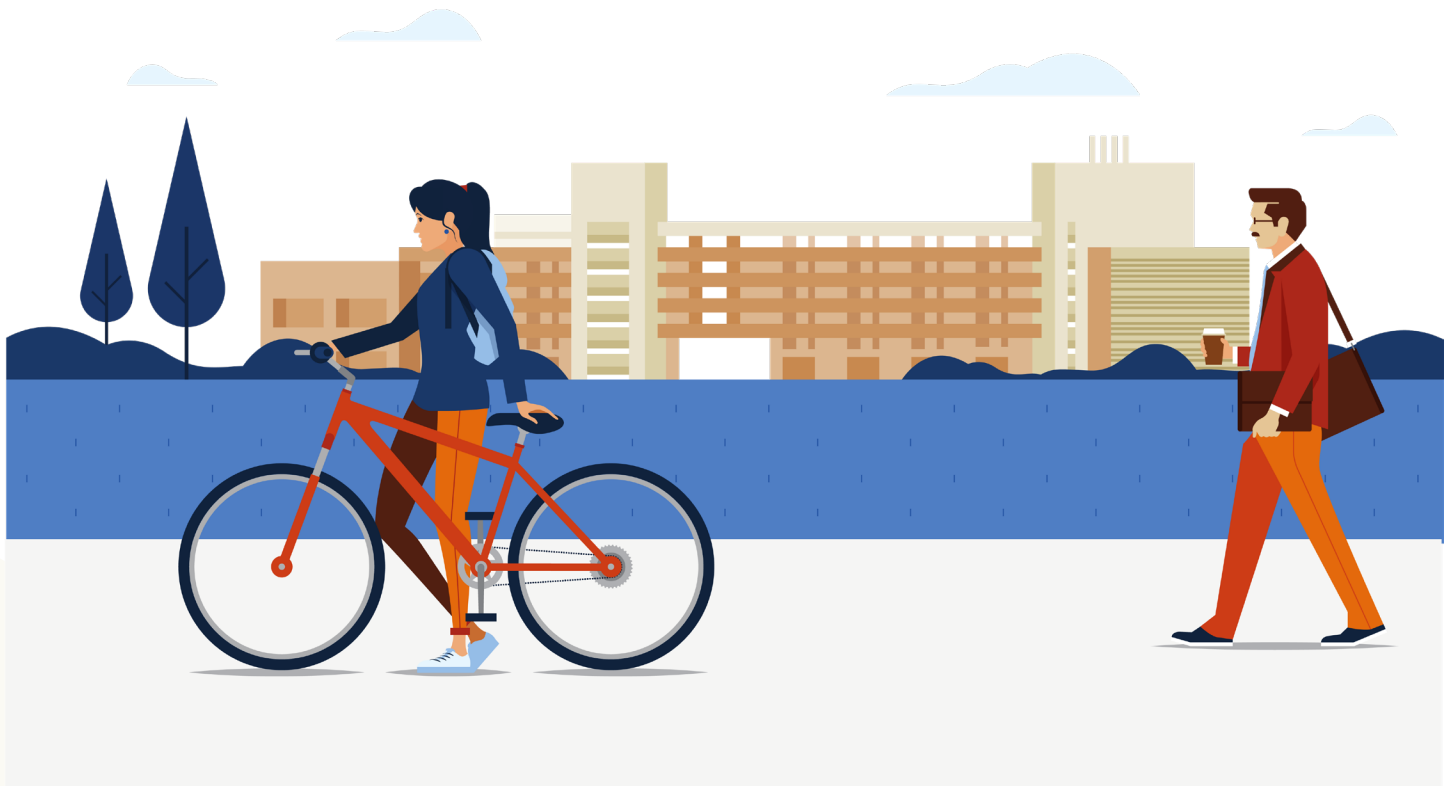
PROMOTING A CULTURE OF WALKING AND CYCLING

The University plans to add infrastructure, such as wider sidewalks and crosswalks and designated bike lanes and bikeways, that will enhance safety and mobility and encourage walking and cycling. OOS and the Parking and Transportation Department established a university-wide Bicycle Coordinating Committee to support a bike-friendly campus and promote infrastructure upgrades. Committee members include students, faculty, and staff who bike and don't bike, the Student Government Association, Transportation and Parking Services, the UTA Police Department and representatives from Walkable Arlington. Bike repair stations are located throughout campus, making bicycle transportation easy and convenient.

Promoting a culture of walking and cycling also assists the regional effort to improve access to low-cost and sustainable commuting.

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. The Texas Water Development Board estimates that municipal water needs for this region are expected to increase from approximately 11% of the entire state's water needs in 2020 to 38% in 2070. Existing businesses and future economic development will be affected by the negative impacts resulting from increased water demands and shortages.

OUR LOCAL WATERSHED

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. Like most municipal water systems built in the last century, after the water is used it is pumped back into the reservoirs for treatment and reuse.

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 as protected water sources. All of these lakes provide value through the biodiversity found in grassland, savanna, woodland, and forest. These areas 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 supplying water for municipal, domestic, agricultural, and industrial uses and providing flood control and recreation.

WATER USAGE

The University uses water for a variety of activities: building operations and maintenance, research and development activities, landscaping and irrigation, student housing, dining, and sanitation. Our water use does not significantly affect the municipal water supply.

Fiscal year comparison of gallons of water usage from baseline year.

WATER WITHDRAWAL
(million gallons per gross sq. ft.)

FY05	FY18	FY19	FY20	FY21	FY22
0.068	0.051	0.050	0.050	0.045	0.053
319,761	347,521	365,224	355,388	320,068	381,620
4,681,761 gross sq. ft.	6,810,938 gross sq. ft.	7,224,010 gross sq. ft.	7,157,767 gross sq. ft.	7,162,150 gross sq. ft.	7,162,105 gross sq. ft.
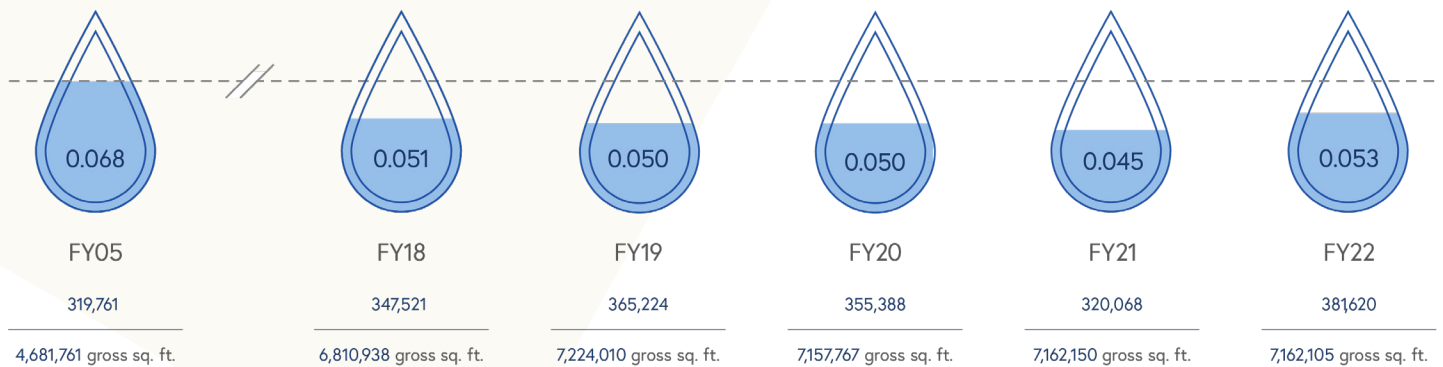
By the end of FY22, there was a 9% increase in water consumption compared to FY18. At the same time, the square footage of campus space increased by 5%. We have added student housing, research space, and landscaping on campus that requires irrigation.

WATER CONSERVATION EFFORTS

We recognize our responsibility to conserve and protect our life-sustaining water sources. Our water conservation goals include reporting on potable and non-potable use and meeting water efficiency requirements in accordance with LEED standards for new construction projects. 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.

UTA's water conservation efforts have included the following initiatives and projects:

- UTA's 220,000-square-foot Science and Engineering Innovation and Research Building (SEIR) opened in August 2018 and is equipped with state-of-the-art, high-efficiency mechanical systems and water-saving plumbing fixtures.
- Annual retrofits to restrooms installing low-flow toilets and sinks.
- Installation of water-to-water heat exchanges in research lab activities that use domestic cold water.
- Installation of a weather-based, radio-transmit master control system that is recognized by the U.S. EPA WaterSense program for reducing irrigation water by 20% to 40%.
- Installation of a 28,000-gallon capacity rainwater collection system at the Engineering Research Building, which can hold up to one inch of rainfall from the building's catchment area and capture condensate water from the air conditioning system during summer months. Captured water is stored for single reuse in landscape irrigation.
- Installation of a water collection system at the Community Gardens site.

UTA's Campus Master Plan reinforces open and natural campus spaces and incorporates water-wise habitat designs for new campus developments. Projects are designed to replace landscapes requiring high-intensity water use with xeric-adaptive plants and ground covering that requires minimal water.

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:

01	02	03
Maximize water efficiency through equipment and technology.	Transition open spaces to water-wise habitats.	Manage stormwater impacts.
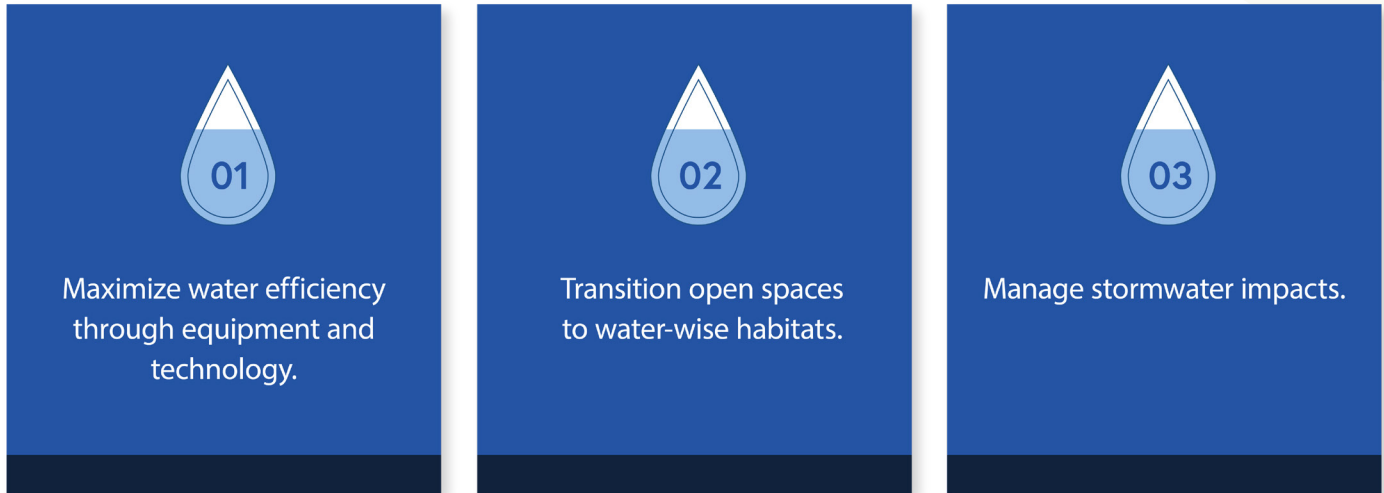
REDUCING WASTE

By providing education, research, administrative, and supporting services, we generate a lot of waste. Our waste streams fall into **four main 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 e-waste; 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 the EH&S Office, 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.

Municipal waste is unregulated, while universal and hazardous waste are regulated by a mix of state and federal agencies. For waste disposal, 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 decrease the GHG emissions generated by solid waste in landfills.

For hazardous waste, the EH&S Office implements 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 UTA. 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.

WASTE MINIMIZATION AND DIVERSION

Our approach to waste minimization and diversion involves **three core elements:**

- **Reduce:** Reducing new materials is the best and most direct means of lowering our waste streams. During periods of rapid growth, this is especially challenging. We will continue to explore ways of reducing both the amount of goods we purchase and the environmental impact 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. Examples of initiatives that we offer include:
  - Office supply swaps encourage departments to save excess, unused, and gently used supplies that can be used by colleagues and delay the need to order new supplies.
  - 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 possibility of expanding this program to a campus-wide collection day.
  - The Asset Management Department in the Office of Business Affairs and Controllers collects discarded and unused items throughout the campus and stores them for reuse or for online resale.

- **Recycle:** Recycling materials to make new goods reduces the need to grow, mine, or process virgin raw materials and reduces the energy consumption and GHG emissions associated with virgin material extraction and processing. Recycling also diverts materials from landfills. This 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.

Our two main recycling challenges are logistics and encouraging changes in behavior. From a logistics perspective, a large campus with diverse activities requires maintenance and investment in our campus infrastructure to ensure adequate placements of recycling bins. OOS works through the Office of Facilities Management and coordinates with every University department to manage recycling efforts.

To encourage behavior change, OOS, 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 recycling section that provides tools and tips as well as an interactive map of all on-campus recycling stations.

Since adopting our recycling policy in 2011, UTA has made steady strides in developing our recycling program, which has received awards from the National Wildlife Federation and the Tarrant County Corporate Recycling Council:

- **Electronic waste:** Electronic Waste (e-waste) has grown substantially due to our reliance on digital devices and computer equipment. To ensure obsolete devices don't end up in a landfill, UTA provides an e-waste recycling program to students, faculty, and staff. We have an interactive map that indicates the locations of e-waste recycling bins.

- **Construction and demolition materials:** Our green building policy calls for recycling high-tonnage construction and demolition materials in accordance with LEED building requirements during new building and renovation projects. The policy also promotes the reporting of recycled construction and demolition materials on major projects.

- **Textbooks:** Our 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 will report textbook recycling results in future reports.
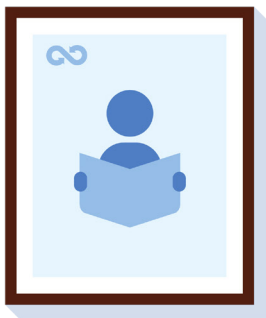
Reusing millions of books every year and contributing books to developing countries and libraries

FOCUS ON FOOD WASTE

Since food waste has environmental, social, and economic impacts, reducing this type of waste is critically important to UTA. We minimize food waste through a variety of efforts including:

- **Participating in food recovery programs:** Beginning in 2020, UTA started a chapter of the Food Recovery Network, a national nonprofit organization whose mission is to fight food waste and increase food recovery. The UTA chapter partners with the Salvation Army of North Texas to support food insecurity and has donated over 3,000 pounds of food as of June 2022. UTA was an early participant of the former Food Recovery Challenge administered by the U.S. Environmental Protection Agency and has gained national recognition by NACUBO for food recovery efforts.

- **Collaborating on sustainable dining initiatives:** UTA works with a dining services provider committed to sustainability. The Dining Green program features trayless dining to reduce food, water, and chemical waste. The program also provides plastic and paper waste recycling and offers compostable utensils. All used cooking oil is turned into biofuel, and all pre-consumer and post-consumer food waste is composted on campus. In 2022, Maverick Dining launched the OZZI O2GO reusable to-go box program that eliminated Styrofoam™ containers.

- **Developing an award-winning composting program:** Composting is a key component of our larger waste strategy. It also produces materials that can be used to enrich the land for growing food or other plants. Since our composting program began in 2005, UTA has received multiple grant awards from the Recycling Alliance of Texas, the Greater DFW Recycling Alliance and the North Texas Corporate Recycling Alliance to support the program. From FY18-FY22, the program composted over 141 tons of food waste from on-campus dining services and off-campus coffee shops and hospitals as well as yard waste collected from campus ground crews.
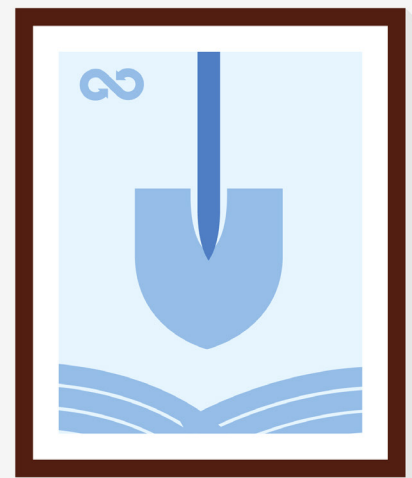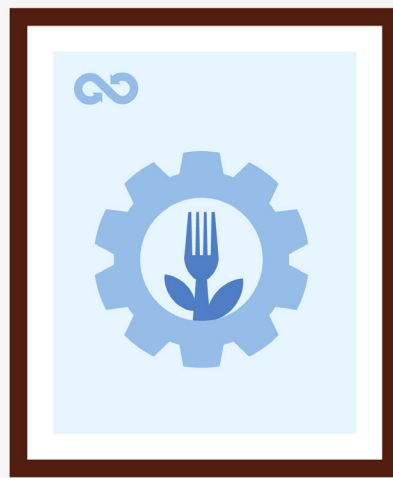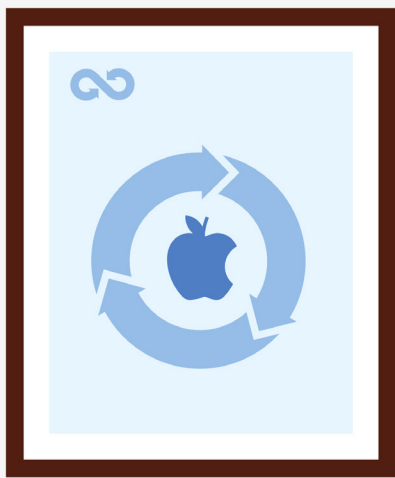
OUR MUNICIPAL WASTE GOAL

Our goal is to keep as much waste as possible out of landfills by informing and educating students, staff and faculty about UTA's waste diversion efforts through our programs. Since we started tracking municipal waste data in 2012, our municipal waste continues to increase year-over-year despite our efforts to reduce waste and to raise awareness about these programs.

We established our baseline in 2014-2015 when we submitted our first report for the Sustainability Tracking, Assessment & Rating System™ (STARS). Since then, we have expanded our ability to increase the recycling of other materials beyond single-stream recycling on campus. These include food waste, oil, metal, batteries, wood, glass, and printer cartridges. As of 2022, our recycling rate decreased by 30% based on the tonnage recycled since 2015.

Over the last few years, we have noticed a decrease in single-stream recycling managed by local vendors. We believe this is due to fewer materials used overall and our ability to increase recycling of other materials mentioned above. We will continue to find ways to reduce and divert our municipal waste. As of calendar year 2022, our waste diversion rate was 16%.

In 2021, UTA participated in the Campus Race to Zero Waste Challenge (formerly called RecycleMania), which focuses on minimizing waste on campus, increasing recycling and benchmarking with other universities. This challenge has helped campuses increase recycling efforts and awareness through friendly competitions among colleges and universities.

WASTE TYPE AND DISPOSAL METHOD (TONS)

Calendar year	Materials recycled	Materials composted*	Materials donated*	Materials disposed in landfill or incinerator	Total waste generated	Diversion rate
2018	400.61	48.00	0.00	2761.62	3210.23	14%
2019	489.56	48.00	0.00	2846.89	3384.45	16%
2020	403.06	11.00	0.00	2089.78	2503.84	17%
2021	454.50	20.92	1.18	2011.40	2487.96	19%
2022	412.00	15.50	0.90	2222.10	2650.50	16%

*Materials composted include food waste. Materials donated include food donated.

Note:
Waste data is calculated in calendar year. Estimated weights are noted. Universal waste is disposed of as hazardous waste. Waste data was provided by the Office of Facilities Management, waste vendors, and consolidated by the Office of Sustainability for this report.

SOCIAL IMPACTS

UTA's impact on human lives goes far beyond the boundaries of our campus. As we endeavor to educate the next generation of citizens to be productive, impactful members of a rapidly changing society amidst a challenging global backdrop, we recognize our role in providing educational access to a broad spectrum of people in our local and global communities.

SUPPORTING STUDENT ACCESS AND SUCCESS

WHY THIS MATTERS TO US

UTA has long provided quality education to a diverse population of students. UTA obtained the fifth highest ethnic diversity index in the nation, with minorities making up a percentage of the student body composition far above the national average of 47%.

To ensure student success, we focus on providing the resources that are needed to thrive, the support needed to graduate and the skills that can be used to cultivate and maintain a lifetime of success after leaving our campus. We ensure that UTA graduates retain access to these support systems and skills by offering memberships with alumni chapters, opportunities to volunteer and multiple annual events.

HOW WE MANAGE

UTA has developed programs and partnerships to support potential and current students as they consider next steps to further their education. Once students are enrolled at UTA, we provide myriad ways to ensure they receive the support they need to reach their dream of earning a diploma.

High school students

UTA's Dual Credit Academy offers dual-credit opportunities to students in public, charter, and homeschools within the Dallas-Fort Worth area. The classes prepare students to be successful in college. By taking dual credits, high school students can save money, work toward an early graduation, enhance study habits and time management, and become familiar with a university environment.

University Crossroads is a program designed to help students navigate the road to higher education through services that focus on college awareness, readiness, access, career exploration, and financial literacy. UTA provides free access to educational resources for those not studying at the University in the form of free courses leading to a certificate or award, free access to campus facilities and equipment, and free online resources.

UTA students

In 2022, minority students made up 69% of the student population, with the greatest percentage of students—35%—identifying as Hispanic. As we continue to expand higher educational access to students across North Texas and beyond, we are also working to ensure the long-term success of Latino students through our new Nationwide Insurance Faculty Fellow for Equity in Student Success. We will always put our students first, which means understanding the unique resources they need and working toward closing gaps so all students can graduate and succeed.

One new way we are committed to helping our Latino students thrive is through an initiative titled the Empowerment, Development, and Growth in Education for Hispanic Graduate Students, which is funded by a Title V Department of Education grant. This project will develop comprehensive support programming specifically for graduate students. It also includes a professional development component that will provide instructors in graduate programs with in-depth training on incorporating cultural relevance into the classroom.

Additional ways we ensure student success:

- In 2021, UTA joined the Texas network of Blackstone LaunchPad, a statewide organization of university-based entrepreneurship programs supported by the Blackstone Charitable Foundation. Blackstone LaunchPad collaborates with academic institutions to help student entrepreneurs navigate the innovation and entrepreneurship ecosystem.
- The Maverick Advantage program prepares students for their future careers through experiential learning opportunities inside and outside the classroom within its five "distinguishing activities." This competitive advantage distinguishes UTA students from their peers and prepares them for the workforce or future academic endeavors.
- The career development program assists students in developing their work identity and starting a lifelong process of learning how to manage their work and leisure activities. The program also addresses transitions that occur in life to help individuals move toward their personally-determined and preferred professional future. Career development experiences enable students

to explore, engage, and develop themselves through experiential activities aimed at helping them reach lifelong professional and personal success.

- The Goolsby Leadership Academy was founded on the principle that people become great leaders when they discover, understand, and apply their talents. Students who participate in the program are challenged to be problem-solvers and ethical leaders.

UTA alumni

The University's future successes are underpinned by the support of alumni and the vitality of renewed and future external relationships. By fostering positive alumni and community engagement and expanding opportunities for people to connect with UTA, we continue to enhance the Maverick community.

- In 2022, UTA started the new Black Alumni Chapter. The chapter has elected a board and hosted social events, volunteered at the Zeb Strong Jr. MLK Day of Service, marched in the UTA Homecoming Parade, and participated in "An Evening of Black Excellence" to celebrate UTA's Black students at commencement.

- Alumni have lifetime access to UTA's Career Development Center, which is the centralized hub for career development insights, knowledge, services, employer partnerships, and engagement opportunities that are focused on providing premier career development experiences both on and off campus. The Center offers a wide variety of services, including interview and resumé assistance as well as workshops on enhancing job-hunting skills.

- UTA alumni have access to a menu of resources hosted by UTA and our partners and are eligible for a discounted membership rate at the Maverick Activities Center.

- UTA alumni may participate in MavMentors, a year-round mentoring program that primarily focuses on building connections between students, alumni, and employers through an online mentoring platform and in-person networking events.

- UTA alumni have access to UTA libraries, with borrowing privileges and access to scheduled events.

HOW WE EVALUATE AND IMPROVE

The offices of Development and Alumni Relations and Student Affairs conduct regular surveys that engage with students to gather critical feedback on their academic experience and to prepare them for the world beyond their educational experience. When larger forums are needed, we convene the appropriate parties to discuss and evaluate options. Once a consensus is reached, critical stakeholders formalize support for initiatives to ensure they succeed.

ATTRACTING, ENGAGING AND RETAINING A TALENTED TEAM

WHY THIS MATTERS TO US

At UTA we recognize that inclusion and belonging is a human need and an organizational asset. Our ESG efforts and resources for faculty and staff are centered on the focus area of inclusion and belonging. Competitive benefit plans are essential to hiring and retaining talented administrators, faculty, and staff who elevate the standard of education and research for UTA's community and the region at large. Good benefits make us competitive with other employers and demonstrate our commitment to providing a high-quality work environment.

HOW WE MANAGE

The Office of Talent, Culture and, Inclusion (TCI) was created in the fall of 2022 to operationalize UTA's Strategic Theme of Culture and Societal Transformations. The Offices of Human Resources and Diversity, Equity and Inclusion were merged to ensure better alignment. TCI's main goal is supporting the employee life cycle (i.e., recruiting, hiring, onboarding, training, employee relations, and administration of benefits), while working with campus leadership, staff, faculty, and others to develop a culture where the values of diversity, equity, and inclusion are embedded in the culture and operations of the University.

One of the ways TCI supports employees is through campus-wide employee resource groups (ERGs) and college/department ERGs. All ERGs are led and facilitated by employees and formed around interests, backgrounds, identities, and common bond. The main purpose of these groups is to cultivate and strengthen workplace effectiveness, foster positive environments, offer opportunities for professional development, and actively contribute to the mission, values, and efforts around diversity, inclusion, and campus engagement so that employees can bring their authentic selves to work.

TCI offers comprehensive insurance and retirement program benefits to faculty and staff through Benefit Services. As an added benefit that will be available to employees starting in the summer of 2023, UTA will provide enhanced funding to eligible employees to cover up to six hours of tuition and fees each semester of enrollment at UTA. Benefits are reviewed by benefit fund manager professionals on a periodic basis. These reviews inform benefit and retirement plan revisions.

Our Wellness Committee's purpose is to create a culture and environment that supports and promotes the value of health and wellness through education, events, and access to campus facilities and programs. Committee programs and events are based on a model of Eight Dimensions of Wellness, which includes emotional, physical, occupational, financial, social, environmental, mental, and spiritual wellness.

HOW WE EVALUATE AND IMPROVE

In 2021, UTA's Committee on Diversity, Equity and Inclusion authorized an online survey titled "Campus Climate Survey on Inclusive Workplace." Study participants addressed a wide range of topics ranging from perceptions of racism and sexism on campus to participants' beliefs about institutional challenges concerning diversity. The survey included both unique and time-tested questions that appear on existing surveys. The data was analyzed via descriptive and multivariate procedures. Some questions from prior surveys were included in order to determine the extent to which faculty and staff at UTA vary from employees at other institutions. These findings, and others from the survey, will help inform future initiatives on diversity and inclusion, with the goal of improving recruitment and retention of underrepresented groups.

ENSURING DIVERSITY, EQUITY AND INCLUSION IN OUR CAMPUS COMMUNITY

WHY THIS MATTERS TO US

UTA is committed to integrating the principles of diversity, equity, and inclusion (DEI) into every level of our institution and operations to make sure students are treated with fairness and equity as they pursue their education.

Students at UTA come from every state and more than 100 countries, making our campus population one of the most diverse in the nation. U.S. News and World Report recently determined UTA to have the fifth highest ethnic diversity index in the nation based on undergraduate student body data. Walking onto campus is like opening a door into the real world. The unique perspective of each student expands our vision, increases our knowledge of the world, and enhances our own self-awareness.

STUDENT GENDER RATIO

| | Academic year | | | | |
Gender	2017-18	2018-19	2019-20	2020-21	2021-22
Female					
Student count	24,747	25,449	25,704	26,174	25,236
% of academic year total	59.33	59.89	59.97	61.25	60.79
Male					
Student count	16,965	17,047	17,159	16,559	16,279
% of academic year total	40.67	40.11	40.03	38.75	39.21
Total					
Student count	41,712	42,496	42,863	42,733	41,515

STUDENT DIVERSITY BY RACE AND ETHNICITY BY ACADEMIC YEAR

Ethnicity	Academic year				
	2017-18	2018-19	2019-20	2020-21	2021-22
American Indian					
Student count	95	94	91	109	85
% of academic year total	0.23%	0.22%	0.21%	0.26%	0.20%
Asian					
Student count	4,302	4,497	4,786	5,002	4,965
% of academic year total	10.31%	10.58%	11.17%	11.71%	11.96%
Black					
Student count	6,435	6,457	6,342	6,616	6,321
% of academic year total	15.43%	15.19%	14.80%	15.48%	15.23%
Hispanic					
Student count	10,818	11,615	9,799	10,905	12,317
% of academic year total	25.93%	27.33%	28.47%	29.61%	30.80%
International					
Student count	4,655	4,467	4,667	3,869	4,582
% of academic year total	11.16%	10.51%	10.89%	9.05%	11.04%
Multiracial					
Student count	850	867	839	867	821
% of academic year total	2.04%	2.04%	1.96%	2.03%	1.98%
Pacific Islander					
Student count	32	36	42	32	32
% of academic year total	0.08%	0.08%	0.10%	0.07%	0.08%
Unknown					
Student count	221	232	227	261	221
% of academic year total	0.53%	0.55%	0.53%	0.61%	0.53%
White					
Student count	14,304	14,231	13,668	13,324	11,700
% of academic year total	43.26%	41.18%	39.04%	37.62%	36.54%
Total					
Student count	41,712	42,496	42,863	42,733	41,515

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 on a daily basis. Going beyond compliance mechanisms, we have elevated the topic of diversity and inclusion to be a strategic priority.

STAFF DIVERSITY BY RACE AND ETHNICITY

2021 / 2022 academic year

8.05% Asian

0.24% Native American

34.46% White

9.78% Black or African-American

6.73% Hispanic

7,814
employees

13.48% International

22.56% Unknown

4.66% Multiracial
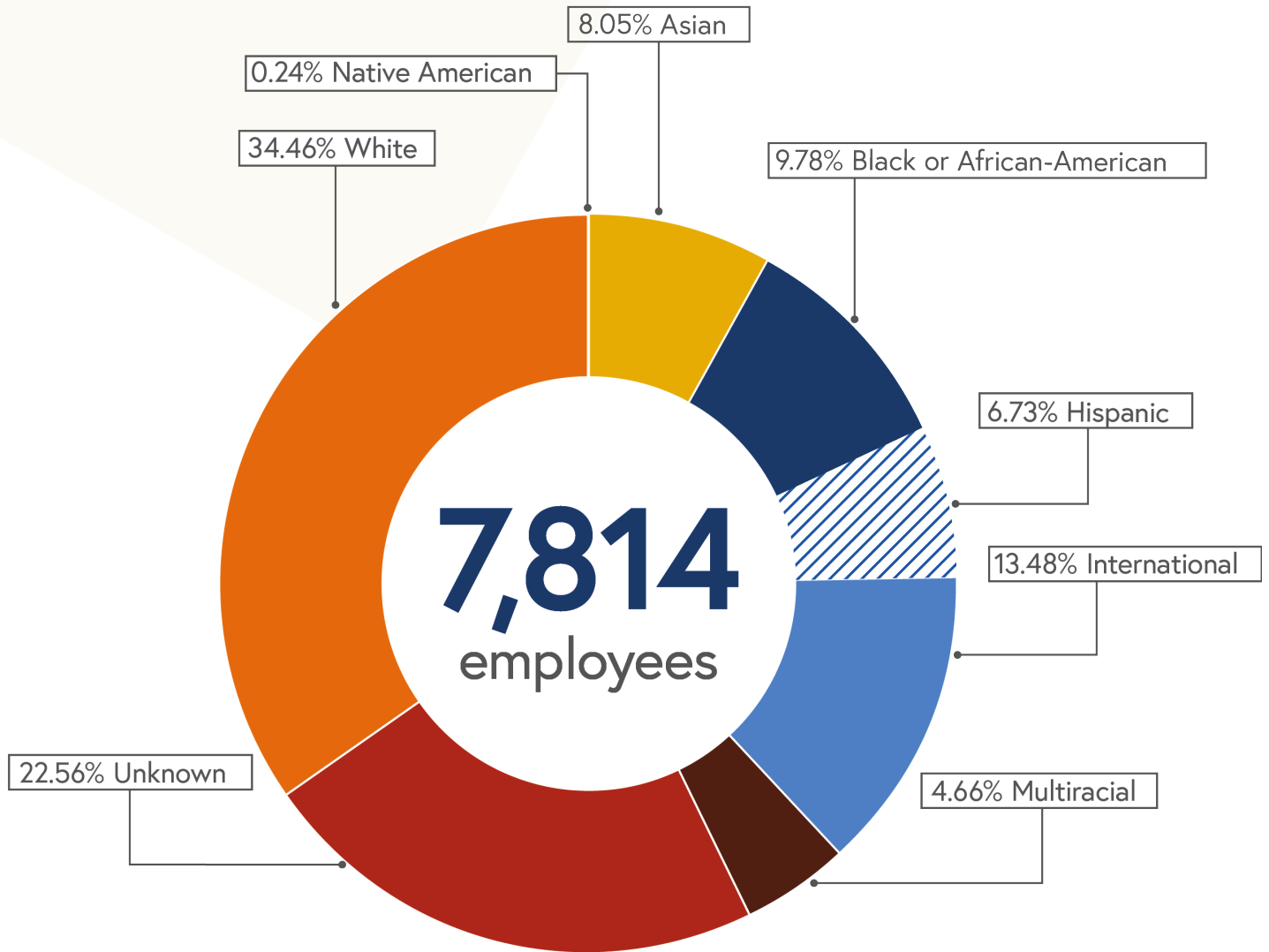
Note: Pacific Islander represents 0.04%

STAFF GENDER RATIO

Gender	Academic year				
	2017-18	2018-19	2019-20	2020-21	2021-22
Female					
Staff count	3,795	4,024	3,930	4,041	4,240
% of academic year total	50.71	52.53	53.43	54.11	54.26
Male					
Staff count	3,626	3,585	3,376	3,380	3,527
% of academic year total	48.46	46.80	45.90	45.26	45.14
Unknown / not specified					
Staff count	62	51	49	47	47
% of academic year total	0.83	0.67	0.67	0.63	0.60
Total					
Staff count	7,483	7,660	7,355	7,468	7,814

HOW WE MANAGE

In 2022, UTA formally recognized its campus' historic ties to Indigenous peoples through a Native American Land Acknowledgement statement and a Land Acknowledgement Courtyard on the UTA campus. The statement, developed by a UTA taskforce comprising faculty members, staff, and students—many with Native American ancestry—is a public recognition of UTA's ties to Native American lands and history.

UTA's support of the Native American community has earned national recognition. Since 2017, UTA has been listed among the nation's best universities for Native American, Alaska Native, and Native Hawaiian students by *Winds of Change*, a publication of the American Indian Science and Engineering Society. The magazine evaluates and ranks the top 200 universities with strong Native American communities and academic support systems in place for student success.

UTA's Strategic Plan 2025 identifies Inclusive Excellence as a fundamental guiding principle. To this end, we focus our efforts on four pillars:

- Establish a vice president level Office of Diversity, Equity and Inclusion to engender a culture of belonging and inclusion throughout the UTA community.
- Support the efforts of the Diversity, Equity, and Inclusion Committee.
- Support the recruiting, retention, and promotion of faculty and staff from underrepresented groups.
- Invest in more scholarships for low-income, first-generation, and first-time college students.

In 2022, we proudly welcomed Jewel Washington as the first Vice President of Talent, Culture and Inclusion. In this position, she is developing collaborative relationships on campus to further guide UTA in promoting a more diverse, welcoming, and inclusive campus community.

In 2022, UTA — along with 20 other institutions with the same Carnegie R-1 and Hispanic-Serving Institution designations — joined in forming the Alliance of Hispanic Serving Research Universities (HSRU Alliance) to increase opportunities for those historically underserved by higher education. The HSRU Alliance universities are engaged in thousands of research projects with world-changing outcomes in the arts and humanities, science, technology, engineering or mathematics (STEM), health sciences, social sciences, and other fields. In 2019-20, HSRU Alliance universities produced 11,027 doctoral graduates, of which 13% (1,451) were Hispanic.

The HSRU Alliance aims to achieve two key goals by 2030:

- Double the number of Hispanic doctoral students enrolled at Alliance universities.
- Increase the Hispanic professoriate in Alliance universities by 20%.

Centers that support diversity

UTA helps to ensure student success by providing resource centers that serve and support students throughout their University career.

- Our Innovation, Diversity, Excellence, Access and Success Center (IDEAS Center) is a resource aimed at helping to increase the number of Hispanic, first-generation and high-need students who are academically prepared to enroll and complete their degrees by addressing "gaps" in student services and faculty development.
- The LGBTQ+ Program works collaboratively to provide education, resources, outreach, and advocacy to support students to develop academic and personal success, community, and leadership opportunities. To fulfill this mission, we are committed to and prioritize diversity, equity, inclusion, belonging, and mattering. The LGBTQ+ Program is committed to building and sustaining a socially-just campus community that is welcoming and inclusive of all people of all sexual orientations, gender identities, and expressions.
- The TRIO Student Support Services (SSS) program helps low-income and first-generation college students and students with a disability. The program provides opportunities for academic development and encourages participants toward successful completion of their undergraduate degrees. In 2020, the U.S. Department of Education awarded UTA a five-year grant worth nearly $2.16 million to support TRIO SSS.
- The Center for Hispanic Studies in Nursing and Health (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.

In 2022, UTA obtained the fifth highest ethnic diversity index for undergraduate students nationally by _U.S. News and World Report._

Diversity and inclusion recognition

UTA's commitment to access and inclusion of students from all backgrounds continues to draw national recognition.

- As Hispanic students comprise approximately 38% of our undergraduate enrollment and 35% of the overall student population.

- UTA is one of only 21 U.S. universities to be designated as a Hispanic-Serving Institution (HSI) and categorized as a Carnegie R-1 university.

- In 2022, UTA was named a Fulbright HSI Leader for the first time by the U.S. Department of State's Bureau of Educational and Cultural Affairs (ECA). The ECA conferred Fulbright HSI Leader status on 43 HSIs for their noteworthy engagement with the Fulbright Program, the U.S. government's flagship international educational exchange program.

- UTA joined five other nationwide institutions to earn the Seal of *Excelencia* certification in 2022, a prestigious honor granted to colleges and universities for commitment to accelerating Latino student success. The Seal is awarded to institutions that demonstrate alignment in the Seal of *Excelencia* framework of data, practice, and leadership. UTA is proud to ensure America's future through our commitment to Latino students.

- We are ranked among the top universities in the country for conferring degrees to minority students by the publication *Diverse: Issues in Higher Education*. For the 2020-2021 academic year, UTA was ranked No. 1 in Texas for master's degrees awarded to Black or African American students and was No. 2 in Texas and No. 9 in the U.S. for master's degrees awarded to Hispanic graduate students.

- UTA received 5 out of 5 stars from the nationwide Campus Pride Index. The Index is an overall indicator of institutional commitment to LGBTQ+-inclusive policies, programs, and practices.

- In 2020, UTA gained eligibility to apply for an Asian American and Native American Pacific Islander-Serving Institutions Program grant by the U.S. Department of Education for the first time. To qualify, an institution must have an undergraduate enrollment composed of at least 10% Asian American and Native American Pacific Islander students.

- UTA is No. 4 in the U.S. among four-year universities for veterans and their families, according to the *Military Times*.

- In 2021, UTA received the Higher Education Excellence in Diversity (HEED) award. The HEED award, open to all U.S. and Canadian universities and colleges, recognizes institutions committed to making diversity and inclusion a top priority. Applicants are judged in three categories: initiatives, programs and outreach; student recruitment, retention and completion; and hiring practices for faculty and staff.

"UTA is proud to be a diverse campus where everyone and their ideas have a place to shine. The Fulbright Program adds to UTA's diversity by connecting Mavericks with invaluable opportunities to immerse themselves in cultures other than their own."

-Dr. Jennifer Cowley, President, University of Texas at Arlington

Diversity and inclusion among faculty, staff, and students

UTA has many student programs facilitating DEI work, including:

- The Upward Bound Math Science (UBMS) program assists students in 9th, 10th, and 11th grades to strengthen math and science skills. UMBS is a free, federally funded, college-prep program focusing on students interested in the STEM fields.

- The McNair Scholars Program prepares University juniors and seniors who are low income, first generation, and/or underrepresented in doctoral education.

- The TRIO Program supports eligible students through individualized coaching, academic skills development, tutoring, and guidance on locating scholarships.

- The LGBTQ+ Program is part of Student Affair's commitment to diversity and inclusion for all students.

As a service to students, faculty, staff, and visitors of UTA, the Office of Equal Opportunity Services (EOS) is committed to developing and sustaining a learning and working environment that is diverse, inclusive, and free of illegal discrimination and harassment in any form.

EOS and the Office of Talent, Culture and Inclusion work together in developing and implementing the University's Affirmative Action Plan (AAP) and affirmative action-related charges. UTA recognizes that equal participation of minorities, women, disabled persons, and veterans in all employment opportunities is a necessary component of any effective AAP. As part of the AAP, we follow all Equal Opportunity laws to help ensure fair and equitable pay for all employees. Our lowest paid full-time employee earns a compensation rate (with benefits) of $65,363 ($31.42 per hour), which is 100.05% of Tarrant County's living wage.

The Office of Talent, Culture, and Inclusion partners with subject matter experts to accelerate UTA's diversity efforts while offering professional development programming to all staff, faculty, and students. Additionally, ongoing initiatives help further the office's mission of enhancing UTA's welcoming, engaging, and inclusive environment and educating employees on how to actively foster and support DEI principles in the workplace.

HOW WE EVALUATE AND IMPROVE

UTA regularly assesses student retention rates across all diversity categories. These assessments inform our efforts to recruit and retain students from all walks of life and ensure that all enrolled students are successful in graduating. Additionally, as part of the employee rights observed by UTA, student employees have the right to file a grievance regarding disagreements, complaints or differences with an employer, and appeal employment-related decisions.

EOS and the Office of Talent, Culture and Inclusion monitor the AAP and affirmative action-related charges. The Office of EOS also monitors official University documents and plans relevant to affirmative action and equal opportunity. The director of the Office of EOS serves as UTA's Equal Employment Opportunity (EEO) Officer and is authorized to investigate complaints based on discrimination.

Pay equity and remuneration are addressed in UTA's Compensation Procedure policy that is publicly available on our website. Among the issues outlined are equity increases, supplemental pay, reclassification, and promotion.

In 2021, UTA's Committee on Diversity, Equity and Inclusion authorized an online survey titled "Campus Climate Survey on Inclusive Workplace" to help inform future initiatives on diversity and inclusion, with the goal of improving recruitment and retention of underrepresented groups.

PROMOTING HEALTH, SAFETY AND SECURITY

WHY THIS MATTERS TO US

The health, safety, and security of our faculty, staff, and students are of utmost importance for creating an environment where all can feel safe to work and learn. The University is committed to providing employees, students, and visitors with a safe environment.

HOW WE MANAGE

UTA strives to create and promote a safe and healthful working, learning, and living environment throughout our campus community. The EH&S Office provides supportive technical consultation, training, investigation, and inspection to ensure compliance with guidelines set forth by federal, state, and local laws and regulations. A primary function of the EH&S Office is to provide services that support and enhance the University's efforts in research and education.

The EH&S Office has implemented an ERMS which is a methodical approach to minimizing adverse environmental impacts, maintaining regulatory compliance, promoting sustainability, and encouraging safe work practices at UTA.

Occupational safety at UTA encompasses accident prevention in the workplace, including office safety and ergonomics, defensive driver vehicle training, indoor air quality and shop safety, as well as oversees construction site procedures while contractors are conducting projects on University property.

To ensure the safety of our campus community, the EH&S Office developed a Safety Manual detailing safety procedure in a variety of instances. Through the comprehensive topics addressed, our goal is to share best practices with the campus. We're proud that UTA scored 4.5 out of 5 on the Overall Safety Index by the College Transitions Campus Safety Ranking.

UTA is not subject to Occupational Health and Safety Administration (OSHA) recording and reporting rules and does not track recordable incidents in the same manner. The UT System operates a self-administered/self-insured workers' compensation insurance program pursuant to Chapter 503 of the Texas Labor Code. Program administration includes management of cost-containment contracts, actuarial assessment of premiums, fund administration, reporting and training, and timely payment of claims and expenses. Workers' compensation claims are investigated and managed by staff members of a third-party administrator.

UTA's campus Police Department is available 24/7/365 to serve and protect. Members of the Crime Prevention unit attend many advanced training schools to always maintain their high level of expertise. This unit acts as a department liaison to the campus community. Program and general information available from the Crime Prevention unit include active shooter/workplace violence, new student orientation, new employee orientation, personal safety, theft prevention, robbery prevention techniques, and basic assault/sexual assault prevention. These and other programs are available upon request and are presented throughout the year to groups on campus.

UTA prohibits the illegal use of alcohol and other drugs (AOD) on our campus and at campus-sponsored events. We developed an AOD prevention program, conduct biennial reviews of this program, publish a Drug-Free Schools and Communities Biennial Review and strictly comply with the requirements of the Drug-Free Schools and Communities Act (DFSCA) Amendments of 1989 DFSCA. DFSCA requires institutions of higher education receiving any form of federal funding to meet requirements pertaining to the prevention of illegal use of AOD on campus and at campus-sponsored events. As such, we provide information to employees and students on an annual basis.

Managing radioactive materials

UTA 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. 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 secure on-site areas until it is no longer radioactive and then disposed of in accordance with the University's decay-in-storage procedures. Anyone using radioactive materials must first complete general training in safety practices that includes instruction in proper waste disposal.

HOW WE EVALUATE AND IMPROVE

The EH&S 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. Additionally, the process identifies potential methods to improve the effectiveness and efficiency within established programs and ensure continuous monitoring and operational improvement. UTA meets or exceeds compliance with applicable environmental, health and safety regulations, policies, and voluntary standards.

INDIRECT ECONOMIC IMPACT

WHY THIS MATTERS TO US

The Dallas-Fort Worth Metroplex is among a handful of major metropolitan areas worldwide that are dominant in both human creativity and global economics, with about 20 of the world's largest and most influential corporations calling 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. Many of our students are from the area. We are 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.

HOW WE MANAGE

We recognize our role as an economic catalyst and influential community ally. These roles allow us to foster 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, later reflecting on those experiences.

Education for Sustainable Development (ESD) is recognized as a key element of quality education and a crucial enabler for sustainable development. ESD addresses key sustainable development issues in teaching and learning and requires innovative, participatory teaching and learning methods that empower and motivate learners to act for sustainable development. ESD promotes skills including critical thinking, understanding complex systems, imagining future scenarios, and making decisions in a participatory and collaborative way.

In 2019, UTA launched the Regional Center of Expertise (RCE) of North Texas. A RCE is an existing formal, non-formal, and informal organization that facilitates learning toward sustainable development in local and regional communities. 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. The 16 counties of North Texas encompass a diverse and vibrant demographic and economic region that is larger than most individual states. As cities expand, RCE North Texas will become an important influencer in the community and provide resources necessary to maximize the potential economic opportunity that well-managed communities can offer.

Research activities at UTA have the potential to generate social benefits once they have been widely deployed. The economic and social returns that can be anticipated from FY2018-FY2022 research at UTA include an estimated $118.8 million in gross product per year and 929 jobs in the United States. On a global basis, these returns rise to $149.8 million in gross product and 1,170 jobs (including the U.S. impacts). All of the spinoff and social benefits of research in one year are ongoing; thus, contributions accumulate over time and provide essential foundations for further discoveries, developments, and impacts to society at large.

Supporting research, innovation, and healthcare through our new smart hospital

One of the ways UTA has committed to long-term impacts is through the new [UTA College of Nursing and Health Innovation's Smart Hospital](#). The building is a mix of flexible, state-of-the-art, technology-enriched learning spaces, teaching and research labs, a simulation learning center, student support spaces, and faculty and staff offices.

The Smart Hospital is a national demonstration center for health care, providing simulation education, simulation research, and the development of health care innovations. Using state-of-the-science human patient simulators, hospital equipment, and additional technology, students gain proficiency and confidence in healthcare procedures and processes.

Smart Hospital team members work closely with the College of Nursing and Health Innovation faculty to integrate simulation throughout the curriculum as a way of enhancing student placement, retention, and application of knowledge. Students can practice nursing skills and make clinical judgments in the safe environment of the Smart Hospital. These experiences allow students to develop the insight and abilities needed to provide safe, high-quality nursing care to their patients in actual healthcare facilities.

Community Engagement

UTA engages in philanthropic endeavors and in community service projects in Arlington and across the Dallas-Fort Worth metroplex. The UTA community is continually reaching out to those in need.

- **Giving**
  - In 2021, we launched the [North Texas Food Policy Alliance](#) to foster regional collaboration in the development of sustainable and equitable food systems in North Texas. The Alliance encompasses 16 counties in North Texas and is comprised of more than 42 partners, including community leaders in city government, public health, nonprofit organizations, and educational institutions.
  - The [Community Garden](#) at UTA, which was built in collaboration with the city of Arlington, is a place where members of the community can adopt one of the 78 plots in the half-acre organic 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 [STEM Academy for high school students](#) is a partnership between UTA and the Arlington Independent School District that provides students interested in STEM careers with the opportunity to dive deep into rigorous courses along four pathways: science and mathematics. biomedical science and biology, engineering or technology, and computer science. Our goal is to better prepare youth interested in entering STEM majors in college and embarking on careers in these fields. The program supports the community and attracts talented students to UTA.
  - The [Maverick Pantry](#) is committed to creating and maintaining equitable access to food and essential items so all members of the UTA community can thrive academically, personally, and professionally. Education, support, and advocacy are pillars that guide our mission to alleviate food insecurity within our Maverick community.

- **Volunteerism**
  - 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 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. UTA 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 engagements for UTA students within the surrounding community. Its purpose is to promote active citizenship by preparing students to become involved in the larger community.

- The Big Event plans, implements, and participates in three annual days of community service and outreach. It involves students, faculty, staff, and community members who engage, educate, and mobilize volunteers throughout the community. The Big Event Planning Committee brings the campus together to show gratitude to those who help others. Numerous community-based and non-profit organizations and agencies convene to provide services to children, senior citizens, low-income families, and those who promote quality of life.

- The Institute of Urban Studies gives students in our urban-related programs the opportunity to integrate theory and practice to solve real-world metropolitan problems, such as managing growth, achieving equity and environmental sustainability, revitalizing districts, and implementing green infrastructure.

HOW WE EVALUATE AND IMPROVE

Dedicated community relations needs to be an ongoing process to maintain a mutually beneficial engagement. We value this relationship because it benefits everyone, from our faculty and students to members of the community. We regularly evaluate the impact we have on community groups through surveys and participation rates. For example, we collect data on how many students are served by the Maverick Food Pantry and how much food was donated to the Salvation Army. For community engagement projects like the RCE North Texas and North Texas Food Policy Alliance, we track the number of organizations engaged and how many stakeholders attend the annual summit. Finally, we continually engage in thoughtful explorations of ways we can improve our interactions within and outside our campus.

PROTECTING DATA PRIVACY

WHY THIS MATTERS TO US

The data privacy of faculty, staff, and students is material to our operations because of actual and potential impacts of the release of confidential or personal information that UTA collects and stores. As an increasingly large amount of a person's information is stored online, we are committed to ensuring the privacy and accuracy of confidential information. As such, we have developed this privacy statement, which 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 protecting privacy takes many forms, starting with our Web Privacy Standard, which is managed by the Information Security Office (ISO).

UTA, by and through its academic, research, and administrative units and programs, owns, controls, operates, and/or maintains websites under many domains. Additionally, UTA operates a Mobile Application that can be downloaded by smartphone users.

UTA does not actively share personal information gathered from our 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, it may be compelled by law, in some cases, to release information gathered from its web servers.

UTA also complies with the Family Educational Rights and Privacy Act, which prohibits the release of education records without student permission, unless certain exceptions apply.

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 UTA or the University's network. In addition, ISO evaluates and reports the status of UTA's information security program and, if appropriate, any incidents to the president, executive management, UT System, and to the state.

ECONOMIC IMPACTS

Universities are large investments that prepare current and future generations to engage in stimulating ideas, problem-solving, and innovation. Gainful employment, engaged citizens, life-altering inventions, medical treatments, and economic stimuli are just a few of the returns. UTA positively impacts local and state economies while preparing students for challenges inherent in a rapidly changing world.

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 the built environment to create more livable communities, developing a workforce and catalyzing socio-economic development, managing our natural resources, and harnessing the proliferation of data. UTA leverages our expertise to assist emerging megacities in becoming economically and environmentally sustainable and enhancing the quality of life.

DIRECT ECONOMIC IMPACTS

WHY THIS MATTERS TO US

UTA is one of the largest employers in the region with over 7,000 faculty and staff. University operations, as well as student and visitor spending, lead to an increase in business activity in the North Central Texas Region of over $1.7 billion in gross product each year and 21,840 jobs (including multiplier effects). Research activities generate economic benefits on several levels. It's estimated that research operations generate $50 million in gross product and approximately 650 jobs in the North Central Texas Region.

These benefits are a subset of the overall University operations. Additionally, the commercialization of research at UTA can be expected to generate approximately $158.6 million in gross product per year in the North Central Texas Region as well as 1,275 jobs (including multiplier effects). Results for the state and nation are even higher.

Based on alumni surveys and other information, it is estimated the annual economic benefits of employed graduates of UTA include over $21 billion in gross product each year and 175,605 jobs in the North Central Texas Region (including multiplier effects). For Texas, the annual benefits include $27 billion in gross product and 226,953 jobs. These estimates are fully adjusted for labor force participation patterns and other relevant economic and demographic patterns. In total, graduates of UTA are responsible for about 4.2% of total employment in the region.

Many of the more than 250,000 UTA graduates remain in the area. While some of these individuals would still be working in the region even without attending UTA, the presence of the university has clearly contributed to their individual productivity as well as the regional economy.

HOW WE MANAGE

UTA's status as an R-1 doctoral university with the Very High Research Activity designation by the Carnegie Classification of Institutions of Higher Education is a notable achievement that enhances the University's recruitment of top students and scholars and brings global recognition.

UTA achieved the Texas Tier One designation in 2021; to date, only five public universities in Texas have done so. The Texas Tier One designation brings access to the state's National Research University Fund, which provides additional funding for research. To achieve the Texas Tier One designation, UTA met or exceeded rigorous benchmarks of quality established by the Texas Higher Education Coordinating Board for at least two consecutive years. Some of the benchmarks include:

- Surpassing $45 million in restricted research expenditures.
- Awarding more than 200 PhDs each year (which UTA has achieved for the last seven years).
- Being designated a member of the Phi Kappa Phi Honor Society.
- Enrolling a freshman class of high academic achievement.
- Having high-quality faculty as illustrated by the increase in National Academy members, who are considered the foremost authorities on impactful research in the U.S. and who achieve membership only through significant contributions that advance their fields of study.

The cumulative impact of federal research funding obtained by UTA between 2018-2022 resulted in over $745 million in the North Central Texas Region, almost $400 million in gross product and over 5,100 jobs.

Research to support regional investment

UTA participates in research and provides subject matter expertise on topics related to climate change. We recognize that climate change and extreme weather events pose economic, environmental, and social challenges that are far reaching. We partner with local, regional, and national entities to provide science-based, climate-change research that will have long-term impacts.

A report titled [Climate Change/Extreme Weather Vulnerability and Risk Assessment for Transportation Infrastructure in Dallas and Tarrant Counties](#) assesses how future extremes in weather events through the end of the 21st century will affect the transportation infrastructure in Dallas and Tarrant Counties. It was developed in collaboration between UTA and the North Central Texas Council of Government, in partnership with the Public Works Department of the City of Dallas and the Fort Worth Transportation Authority. This assessment will allow transportation planners to adapt future infrastructure demands and improvements to withstand extreme weather events in ways that will enhance and protect taxpayer investments.

HOW WE EVALUATE AND IMPROVE

UTA engaged The Perryman Group to conduct an economic impact report for the period of 2018-2022. This comprehensive report considered such factors as University operations, student and visitor spending, construction for University use, research, graduate jobs, and more. UTA weighs the economic data from the impact report to project future spending and calculate return on investment. These factors are important to consider for state funding because each dollar UTA receives results in net cost savings due to the economic benefits generated by the University's expenditure.

RESPONSIBLE PROCUREMENT

WHY THIS MATTERS TO US

Collectively, institutions spend billions of dollars on goods and services annually. Each purchasing decision represents an opportunity for institutions to choose environmentally and socially preferable products. The UT System Supply Chain Alliance's vision and mission is to provide reliable, sustainable solutions for the purchase and delivery of equipment, services, and supplies to support the core missions of education, patient care, and research at all of the UT System institutions. Through collaborative and shared efforts and the adoption of best practices, we all improve customer satisfaction, reduce costs, and create value.

HOW WE MANAGE

UTA has Sustainable Procurement policies, guidelines, and directives that seek to support institution-wide sustainable purchasing across multiple commodity categories. Additionally, UTA's Strategic Sourcing is a dedicated resource for the University's procurements of goods and services requiring a Request for Proposal (RFP) or a Request for Qualifications (RFQ) process and for contract support and expertise as needed. Strategic Sourcing supports the overall procurement mission of obtaining goods and services at the best overall value for the University.

UT System Administration includes 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. This policy follows procedures for awards and administers all contracts with an expected value of $100,000 or more. It may be modified to address local conditions. It is the policy of UTA to maximize opportunities for certified HUBs to provide materials, supplies, equipment and services to the University.

UTA strives to purchase food from local vendors and prioritizes responsible sourcing:

- Maverick Dining, a member of Chartwell's Higher Education, is engaged in sustainable purchasing of fair-trade and humane animal welfare products as well as ecologically-sound produce and seafood.

- UTA prioritizes local purchasing, focuses on seasonality and incorporates more plant-forward options. All seafood purchases, both wild and farmed, follow the Monterey Bay Aquarium's Seafood Watch program sustainability guidelines for commercial buyers.

- All coffee served in the dining halls and Market locations is Eco-Certified. Additionally, we have a partnership with the Coalition of Immokalee Workers to ensure fair treatment of farmers.

The University purchases vehicles through Texas Purchasing and Support Services (TPASS), which manages term contracts for state entities. 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.

HOW WE EVALUATE AND IMPROVE

We are increasing our spending on products that are sustainable, ethically sourced and/or produced, and have reduced water or energy savings. We strive to increase the percentage of food and beverage expenditures on products that are sustainably or ethically produced.

PUBLIC FUNDING FOR UTA

WHY THIS MATTERS TO US

UTA is a nonprofit public university. Funding, which comes from tuition, federal, and state sources, provides us with the resources to offer educational and research services and supports 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. State-funded financial aid is critical in maintaining affordability and access for all Texas students. Tracking values and trends enables us to address our risks regarding funding sources.

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. When we prepare 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 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.

We monitor our resource requirements and the sources of our funding. We are in direct communication with our funding agencies to assess the availability of funding for the future. UTA's Division of Business Affairs maintains a comprehensive database of reports submitted to the State of Texas.

One of the reports UTA submits annually is a Legislative Appropriations Request to the Texas Governor's Office and the Legislative Budget Board. The request for funding details summary requests and a breakdown of requests that include instructional and operational support, infrastructure support, non-formula support, and research funds.

UTA's operating expenses per FTSE are the lowest of all Texas universities with Carnegie R-1 research university status and among the lowest in all other categories. This is even more significant considering our location in one of the largest metropolitan areas in the nation.

Student Financial Assistance

Higher education opens doors to opportunities that create a more equitable world and must be accessible to all students regardless of race, gender, religion, socioeconomic status, and other considerations. Approximately 58% of UTA students received financial assistance to help pay for college in the 2021-2022 academic year, including $86 million in need-based scholarships and grants — plus $59 million in University-based scholarships — awarded to almost 14,000 students.

We introduced the Blaze Forward Program in 2022 to make it even easier for eligible students to get a world-class education at UTA. Using a combination of grants, tuition waivers, and scholarships, the Blaze Forward Program provides students meeting all eligibility requirements with funding that will cover 100% of their tuition and course fees. This generous scholarship program rewards academic excellence and improves college access.

Grants are funds that normally do not require repayment. Due to limited funds, most state grant funds may not be available to students who complete financial aid applications after the published priority dates. Undergraduate students must enroll full time to receive maximum grant funding. If a student enrolls less than full time, most grants (including the Federal Pell Grant) will be reduced based on the student's enrollment. Graduate students must enroll at least half-time to qualify for state grant funding.

UTA offers a variety of grants to assist students with tuition payment:
- Federal Pell Grants
- Federal Supplemental Educational Opportunity Grants (FSEOG)
- Iraq and Afghanistan Service Grant (IASG)
- Texas Public Education Grants (TPEG)
- Mav Grants
- TEXAS Grants

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 federal, state, and local funding sources. We also confer with 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.

UTA continues to work at keeping student costs as low as possible. The University has made significant efforts to reduce expenditures and increase efficiency in operations to ensure that cost-control is a primary consideration. We update our fiscal year budget and complete an annual financial report and inventory assessment to accurately capture the real costs associated with the University.

GRI CONTENT INDEX

UTA has reported the information cited in this GRI content index for the period September 1, 2021, through August 31, 2022, with reference to the GRI Standards.

GRI DISCLOSURE	RESPONSE	ADDITIONAL RESOURCES	UTA 2022 STARS REPORT
General disclosures			
2-1 Organizational details	About UTA		PRE-3
2-2 Entities included in the organization's sustainability reporting	About this report		PRE-3
2-3 Reporting period, frequency and contact point	About this report		UTA STARS 2022 Report Submission
2-4 Restatements of information	No restatements were required since last publishing data in 2017.		NA
2-5 External assurance	About this report		PA-4
2-6 Activities, value chain and other business relationships	Value chain		PRE-3
2-7 Employees	About UTA	Appendix	PRE-5
2-8 Workers who are not employees	FY18 (404), FY19 (358), FY20 (348), FY21 (314), FY22 (289)		PA-12
2-9 Governance structure and composition	Governance		PA-1, PA-3
2-10 Nomination and selection of the highest governance body	Governance		PA-3
2-11 Chair of the highest governance body	Governance		PA-1, PA-3
2-12 Role of the highest governance body in overseeing the management of impacts	Governance		PA-1, PA-3
2-13 Delegation of responsibility for managing impacts	Governance		PA-1, PA-3
2-14 Role of the highest governance body in sustainability reporting	Governance		PA-1

GRI DISCLOSURE	RESPONSE	ADDITIONAL RESOURCES	UTA 2022 STARS REPORT
2-15 Conflicts of interest	UTA's Conflicts of Interest, Conflicts of Commitment, and Outside Activities Policy	University of Texas System's Conflict of Interest, Conflict of Commitment, and Outside Activities (Rule 30104)	NA
2-16 Communication of critical concerns	Ethical conduct		NA
2-17 Collective knowledge of the highest governance body	Governance		PA-1, PA-3
2-18 Evaluation of the performance of the highest governance body	Governance	University of Texas System's Board Authority and Duties (Rule 10101)	PA-1, PA-3
2-19 Remuneration policies	Compensation – UTA Faculty & Staff Resources		PA-12
2-20 Process to determine remuneration	Compensation – UTA Faculty & Staff Resources		PA-12
2-21 Annual total compensation ratio	1) Ratio of annual total compensation: 10.34 2) Ratio of percentage increase in annual total compensation: 53.87%		NA
2-22 Statement on sustainable development strategy	Strategic Plan | 2025 – The University of Texas at Arlington (uta.edu)		PRE-1, PA-2
2-23 Policy commitments	Ethical conduct		PA-2
2-24 Embedding policy commitments	Ethical conduct		PA-2
2-25 Processes to remediate negative impacts	Employee Complaint Procedure Faculty Grievance Procedure Student Complaints and Appeals Policy		NA
2-26 Mechanisms for seeking advice and raising concerns	Ethical conduct		NA
2-27 Compliance with laws and regulations	Ethical conduct	University Compliance Services - The University of Texas at Arlington (uta.edu)	NA
2-28 Membership associations	Organizational memberships and affiliations		PA-2
2-29 Approach to stakeholder engagement	Stakeholder engagement		PA-3, PA-13
2-30 Collective bargaining agreements	Contracts are negotiated with unions for relevant employees.		PA-12

GRI DISCLOSURE	RESPONSE	ADDITIONAL RESOURCES	UTA 2022 STARS REPORT
Material topics			
3-1 Process to determine material topics	Materiality assessment		NA
3-2 List of material topics	Identified material topics		NA
Economic performance			
3-3 Management of material topics	Direct economic impacts		NA
201-1 Direct economic value generated and distributed	Direct economic impacts	UTA Operating Budget (FY18) (FY19) (FY20) (FY21) (FY22)	PRE-4, PA-10
201-2 Financial implications and other risks and opportunities due to climate change	Economic impacts		NA
201-3 Defined benefit plan obligations and other retirement plans	Retirement programs information		NA
201-4 Financial assistance received from government	Public funding for UTA		NA
Indirect economic impacts			
3-3 Management of material topics	Indirect economic impacts		NA
203-1 Infrastructure investments and services supported	Indirect economic impact		EN-10, EN-11
203-2 Significant indirect economic impacts	Indirect economic impact		EN-10, EN-13
Procurement			
3-3 Management of material topics	Responsible procurement		NA
204-1 Proportion of spending on local suppliers	Due to systems changes, we are unable to pull data for this metric at this time. Our goal is to provide specific figures in future reporting efforts.		OP-11
Energy			
3-3 Management of material topics	Managing our environmental impacts		NA
302-1 Energy consumption within the organization	Reducing energy consumption		OP-5
302-3 Energy intensity	Reducing energy consumption	Energy Utilization Index	OP-5

GRI DISCLOSURE	RESPONSE	ADDITIONAL RESOURCES	UTA 2022 STARS REPORT
302-4 Reduction of energy consumption	Reducing energy consumption		OP-5, OP-6
Water and effluents			
3-3 Management of material topics	Managing water		NA
303-1 Interactions with water as a shared resource	Our local watershed		OP-21
303-2 Management of water discharge-related impacts	Water usage		OP-21
303-3 Water withdrawal	Water usage, Water conservation efforts	Water Withdrawal	OP-21
Emissions			
3-3 Management of material topics	Managing our environmental impacts		NA
305-1 Direct (Scope 1) GHG emissions	Minimizing emissions	Scope 1 and Scope 2 Emissions Inventory	OP-1, OP-2
305-2 Energy indirect (Scope 2) GHG emissions	Minimizing emissions	Scope 1 and Scope 2 Emissions Inventory	OP-1, OP-2
305-3 Other indirect (Scope 3) GHG emissions	At this time, UTA is not reporting on value chain (Scope 3) GHG emissions. We lack the data to make those calculations.	Improving Sustainable Commuting and Transportation Options	OP-1, OP-2
305-4 GHG emissions intensity	Minimizing emissions	GHG Emissions Intensity	OP-1, OP-2
305-5 Reduction of GHG emissions	Minimizing emissions		OP-2
305-6 Emissions of ozone-depleting substances (ODS)	Enhancing air quality		OP-1
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Enhancing air quality		OP-1
Waste			
3-3 Management of material topics	Reducing waste		NA
306-1 Waste generation and significant waste-related impacts	Reducing waste		OP-18, OP-20
306-2 Management of significant waste-related impacts	Waste minimization and diversion		OP-18, OP-20

GRI DISCLOSURE	RESPONSE	ADDITIONAL RESOURCES	UTA 2022 STARS REPORT
306-3 Waste generated	Reducing waste		OP-18, OP-20
306-4 Waste diverted from disposal	Our municipal waste goal		OP-18, OP-20
306-5 Waste directed to disposal	Reducing waste		OP-18, OP-20
Employment			
3-3 Management of material topics	Attracting, engaging, and retaining a talented team		NA
401-1 New employee hires and employee turnover	2021-22 new hires total, rate (2240, 28%) 2201-22 turnover total, rate (3372, 42%)		NA
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits Services		PA-14
401-3 Parental leave	Leave and ADA Services		PA-14
Occupational health and safety			
3-3 Management of material topics	Managing our social impacts		NA
403-1 Occupational health and safety management system	Promoting health, safety, and security		PA-15
403-2 Hazard identification, risk assessment, and incident investigation	Promoting health, safety, and security		PA-15
403-3 Occupational health services	Promoting health, safety, and security		PA-15
403-4 Worker participation, consultation, and communication on occupational health and safety	Promoting health, safety, and security		PA-15
403-5 Worker training on occupational health and safety	Promoting health, safety, and security		PA-15
403-6 Promotion of worker health	Occupational safety		PA-14
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Promoting health, safety, and security		PA-15

GRI DISCLOSURE	RESPONSE	ADDITIONAL RESOURCES	UTA 2022 STARS REPORT
403-8 Workers covered by an occupational health and safety management system	Promoting health, safety, and security		PA-15
403-9 Work-related injuries	Worker's compensation		PA-15
403-10 Work-related ill health	Worker's compensation		PA-15
Diversity and equal opportunity			
3-3 Management of material topics	Ensuring diversity, equity, and inclusion in our campus community		PA-5
405-1 Diversity of governance bodies and employees	Ensuring diversity, equity, and inclusion in our campus community	Staff diversity by race and ethnicity	PA-5
405-2 Ratio of basic salary and remuneration of women to men	Ensuring diversity, equity, and inclusion in our campus community	Staff gender ratio	PA-6
Non-discrimination			
3-3 Management of material topics	Ensuring diversity, equity, and inclusion in our campus community		PA-5
406-1 Incidents of discrimination and corrective actions taken	Ensuring diversity, equity, and inclusion in our campus community		PA-7
Local communities			
3-3 Management of material topics	Community engagement		NA
413-1 Operations with local community engagement, impact assessments, and development programs	Community engagement		EN-10, EN-13
413-2 Operations with significant actual and potential negative impacts on local communities	Community engagement		OP-2, OP-18, OP-19, OP-20, OP-21
Customer privacy			
3-3 Management of material topics	Protecting data privacy		NA
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Protecting data privacy		NA

APPENDIX

GRI 2-7 Employees

		AY	2017-18	2018-19	2019-20	2020-21	2021-22
Contract type	Female	Permanent (F)	2,331	2,580	2,824	2,834	2,803
		Temporary (F)	1,347	1,341	1,023	1,131	1,367
		Non-guaranteed Hours (F)					
	Male	Permanent (M)	2,199	2,136	2,274	2,255	2,112
		Temporary (M)	1,195	1,245	886	934	1,243
		Non-guaranteed Hours (M)					
	Other	Permanent (O)					
		Temporary (O)					
		Non-guaranteed Hours (O)					
	Not disclosed	Permanent (ND)	0	0	0	0	0
		Temporary (ND)2	7	0	0	0	0
		Non-guaranteed Hours (ND)					
Employment type	Female	FT (F)	1,675	1,753	1,834	1,868	1,921
		PT (F)	2,003	2,168	2,013	2,097	2,249
	Male	FT (M)	1,561	1,583	1,635	1,647	1,632
		PT (M)	1,833	1,798	1,525	1,542	1,723
	Other	FT (O)					
		PT (O)					
	Not disclosed	FT (ND)	0	0	0	0	0
		PT (ND)	7	0	0	0	0

		AY	2017-18	2018-19	2019-20	2020-21	2021-22
Total by gender & overall	Female	Total female	3,678	3,921	3,847	3,965	4,170
	Male	Total male	3,394	3,381	3,160	3,189	3,355
	Other	Total other					
	Not disclosed	Total not disclosed	7	0	0	0	0
		Total	**7,079**	**7,302**	**7,007**	**7,154**	**7,525**

Workers who are not employees

		AY	2017-18	2018-19	2019-20	2020-21	2021-22
Contract type	Female	Permanent (F)	10	12	6	3	3
		Temporary (F)	107	91	77	73	67
		Non-guaranteed Hours (F)					
	Male	Permanent (M)	34	34	28	25	22
		Temporary (M)	198	170	188	166	150
		Non-guaranteed Hours (M)					
	Other	Permanent (O)					
		Temporary (O)					
		Non-guaranteed Hours (O)					
	Not disclosed	Permanent (ND)	24	23	23	21	21
		Temporary (ND)2	31	28	26	26	26
		Non-guaranteed Hours (ND)					

		AY	2017-18	2018-19	2019-20	2020-21	2021-22
Employment type	Female	FT (F)	0	0	0	0	0
		PT (F)	117	103	83	76	70
	Male	FT (M)	3	3	2	2	2
		PT (M)	229	201	214	189	170
	Other	FT (O)					
		PT (O)					
	Not disclosed	FT (ND)	0	0	0	0	0
		PT (ND)	55	51	49	47	47
Total by gender & overall	Female	Total female	117	103	83	76	70
	Male	Total male	232	204	216	191	172
	Other	Total other					
	Not disclosed	Total not disclosed	55	51	49	47	47
		Total	**404**	**358**	**348**	**314**	**289**