



From the Office of the President

PRME Steering Committee
c/o Jonas Haertle
Head PRME Secretariat at United Nations Global Compact Office
801 2nd Avenue, 2nd Floor
New York, New York 10017

May 15, 2021

Dear Mr. Haertle,

As President of Fielding Graduate University, I am re-affirming our commitment to continuing progress in integrating the principles for responsible management education into our work at Fielding Graduate University. Please accept this Sharing Information of Progress (SIP) report in the spirit of continuous improvement as we seek to deepen our understanding of sustainability practices and actions related to this work.

This report includes advancement on the following items:

A description of practical actions (i.e. disclosure of any relevant policies, procedures, activities) that the institution has taken to implement one or more Principles during the past 24 months (since signing up to PRME or since last submission of SIP).

An assessment of outcomes (i.e. the degree to which previously outlined goals were met, or other qualitative or quantitative evaluation of results)

Key, specific objectives for the next 24-month period with regard to the implementation of the Principle(s).

As part of our ongoing practice, we have adopted the principles for Responsible Management Education within our own institutional context. Fielding is an independent, non-profit, accredited graduate institution that focuses on preparing graduates to become successful leaders in the critical fields of management, psychology, and education, through their ability to bring scholarship and theory into their daily practice. Over these last 45 years, Fielding graduates have had significant impact in the nonprofit, government, and corporate sectors through their work as scholar-practitioners. Important to understanding our activities is that we have no campus, but rather administrative offices located in Santa Barbara, CA and Washington, DC with in person sessions at various times all across the country.

Adoption of the Principles for Responsible Management Education

As an institution of higher education involved in the development of current and future leaders and managers, *Fielding Graduate University* is committed to progress in the implementation of the Principles for Responsible Management Education. We start with those that are more relevant to our capacities and mission, report on progress to all our stakeholders, and exchange effective practices related to these principles with other academic institutions.

We understand that our own organizational practices should serve as an example of the values and attitudes we convey to our students.

We encourage other academic institutions, and associations to adopt and support these Principles.

This letter prefaces our report. Please let us know if you need additional information or have any questions at this time.

Best Regards,

A handwritten signature in black ink that reads "Katrina S. Rozee". The signature is written in a cursive style with a large initial 'K'.

President & CEO

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Sharing Information on Progress (SIP) Report Submitted June 2021

This report is an account of advancement on the following items:

A description of practical actions (i.e. disclosure of any relevant policies, procedures, activities) that the institution has taken to implement one or more Principles during the past 24 months (since signing up to PRME or since last submission of SIP).

An assessment of outcomes (i.e. the degree to which previously outlined goals were met, or other qualitative or quantitative evaluation of results)

Key, specific objectives for the next 24-month period with regard to the implementation of the Principle(s).

A description of practical actions (i.e. disclosure of any relevant policies, procedures, activities) that the institution has taken to implement one or more Principles during the past 24 months (since signing up to PRME or since last submission of SIP).

Since the date of our last submission in 2021, we have continued to make progress on the following items:

- From the origins of our Sustainability Working Group (SWG), we created a *Sustainability Advisory Council* to advise the President and the institution. Below is the charge of the council (see Appendix):

This group will oversee and advocate for the sustainability-related initiatives put forth in the university's strategic plan. More specifically, the group is charged with the following:

- To organize public events at national and regional sessions, to periodic virtual webinars, etc.;
- To advise and make recommendations to the president on sustainability initiatives to be embedded in Fielding's next strategic plan, 2020-2023;
- To advise and make recommendations to the president on activities to improve sustainability in the operations and the conduct of in-person Fielding events;
- To communicate Fielding's commitment to sustainability and social justice to outside communities;
- To help communicate and gather support for the goals and outcomes

of sustainability initiatives to Fielding's constituencies; and

- To provide an annual briefing to the President at one Council meeting of each year.
 - We continue to support a doctoral concentration within our organizational development and change (ODC) program in the School of Leadership Studies. This is a faculty-led concentration that includes three key courses:
 - 1) HOD-833 Global Systems
 - 2) HOD-844 Leadership for Social and Ecological Sustainability
 - 3) HOD-845 Social and Ecological Sustainability: Theory and Practice
 - We continue to consistently offer sustainability-related events for all-schools, alumni, and public participation at Fielding in-person sessions, which are nationwide as well as regionally focused. Example of these events include hosting panels on indigenous perspectives on sustainability as it relates to leadership and societal change; the impact of weather events on local climate systems and disaster management; the psychological effects of climate change and environmental degradation; and the second order effects of environmental change on immigration;
 - We continued to explore a purchasing policy code of conduct, which has led to identifying a sustainable vendor for our product lines;
 - The Sustainability Advisory Council has launched a webinar series on a new vision on environmental learning. Mitch Thomashow, a well-known environmental scholar and activities, will host and kick off our webinar series.
 - We continue to update and monitor our public-facing page on our website that links to sustainability-related content for communication of practices and plans, and information and resources for the community and the public. <https://www.fielding.edu/our-programs/doctoral-concentrations/sustainability-leadership/>
 - Fielding faculty have integrated responsible management concepts and discussions of theory and practice in their foundational courses in the programs in the School of Leadership Studies (i.e.: Social and Ecological Justice Foundations, Structural Inequality, Management and Leadership);
 - Fielding continues to sharpen its on-site conference practices to reduce waste, energy usage, and the use of bottled water, and related sustainable travel practices to faculty and students. In our facilities, we have instituted composting and waste reduction through re-use and recycling. Since 2019, we have also added passive solar heating and improved ventilation and insulation in our facilities; and
 - The Board of Trustees is monitoring our socially responsible investments for our endowment funds.

An assessment of outcomes (i.e. the degree to which previously outlined goals were met, or other qualitative or quantitative evaluation of results).

Outcomes:

All students have access to key concepts and practices related to sustainability education through integrated curricula, the concentration, and panels and events at our in person sessions;

Our staff are more mindful of sustainability issues, both in our daily practices in terms of reduce, recycle, and re-use, and in understanding their personal commitment to the environment. An example of this is our recent participation in Earth Day activities and volunteering in conservation organizations (see Appendix);

Fielding continues to influence our vendors (including hotels) in our conduct by educating hotel management on sustainability practices that we need to see in their daily conduct of our in person sessions;

Increased scholarships has elevated the status of the Leadership for Sustainability Concentration; and

The Board of Trustees has been satisfied by our portfolio performance in our socially responsible investment financial strategies.

Key, specific objectives for the next 24-month period with regard to the implementation of the Principle(s).

- 1) Implement annual goals for the Sustainability Advisory Council;
- 2) Create a central location for our constituencies to review scholarly research written by faculty, alumni, and students;
- 3) Increase scholarship support for doctoral students within the Leadership for Sustainability concentration;
- 4) Create a scholarship fund for students conducting original research on issues related to sustainability;
- 5) Revisit the ideas related to carbon offset and a carbon free fund;
- 6) Solicit donations specifically for our sustainability initiatives;
- 7) Continue progress on improving energy use and efficiency in our physical facilities;
- 8) Support and encourage staff to participate in community initiatives related to sustainability; and
- 9) Support and encourage faculty research and teaching practices on sustainability related to management education.



President's Advisory Council on Sustainability September 2019 Charter

Mission: To provide guidance to the President to advance Fielding's commitment to sustainability as stated in the university strategic plan.

Council's Charge

This group will oversee and advocate for the sustainability-related initiatives put forth in the university's strategic plan. More specifically, the group is charged with the following:

- To organize public events at national and regional sessions, to periodic virtual webinars, etc.;
- To advise and make recommendations to the president on sustainability initiatives to be embedded in Fielding's next strategic plan, 2020-2023;
- To advise and make recommendations to the president on activities to improve sustainability in the operations and the conduct of in-person Fielding events;
- To communicate Fielding's commitment to sustainability and social justice to outside communities;
- To help communicate and gather support for the goals and outcomes of sustainability initiatives to Fielding's constituencies; and
- To provide an annual briefing to the President at one Council meeting of each year.

Membership

- The group shall be an institutional-wide body, with the exact number of members to be determined after the initial call for nominations. At least, there shall be two members from each of these constituencies: students, faculty, staff, and alumni. The Vice President for Facilities or designee and the Director of Conference and Events is an *ex officio* permanent member.
- Members of the group will be appointed for two-year terms by the president. Renewed appointments are possible.

- In the first year, the President shall make appointments with the advice of Fielding's extant Sustainability Working Group no later than November 22nd. There will be a call for expressions of interest in September and October. In subsequent years, the continuing Council members submit the list of all candidates and the Council's recommendations to fill anticipated openings each year by October 15th to the president, who then makes final decisions.

Frequency and Shape of Meetings

The Advisory Council will meet once a term for two hours in the months of October, March, and June. This meeting will be led by the President or *designee*. The first hour of the meeting will be a meeting of the Council members related to current work and priorities; the second hour will be open to the Fielding community where the Council will host a speaker or dialogue around a particular sustainability theme.

Roles and Responsibilities of Council Members

Council members are expected to:

- Attend 3 virtual council meetings a year (once per term) scheduled well in advance;
- Be prepared to participate in discussions related to sustainability initiatives;
- Identify guest speakers/panelists for the public meeting portion of the advisory council;
- Organize in person events and virtual meetings as decided by the group;
- Work as a team to prepare occasional reports as needed for Fielding's inclusion in PRME and other entities that may require reporting, both internal and external; and
- Provide an annual briefing to the President at their June meeting about work accomplished and anticipated goals for the next year.

Administrative Support

The President's Office shall provide administrative support by way of scheduling meetings and taking notes of all official meetings.

The President approves all charters for Fielding.