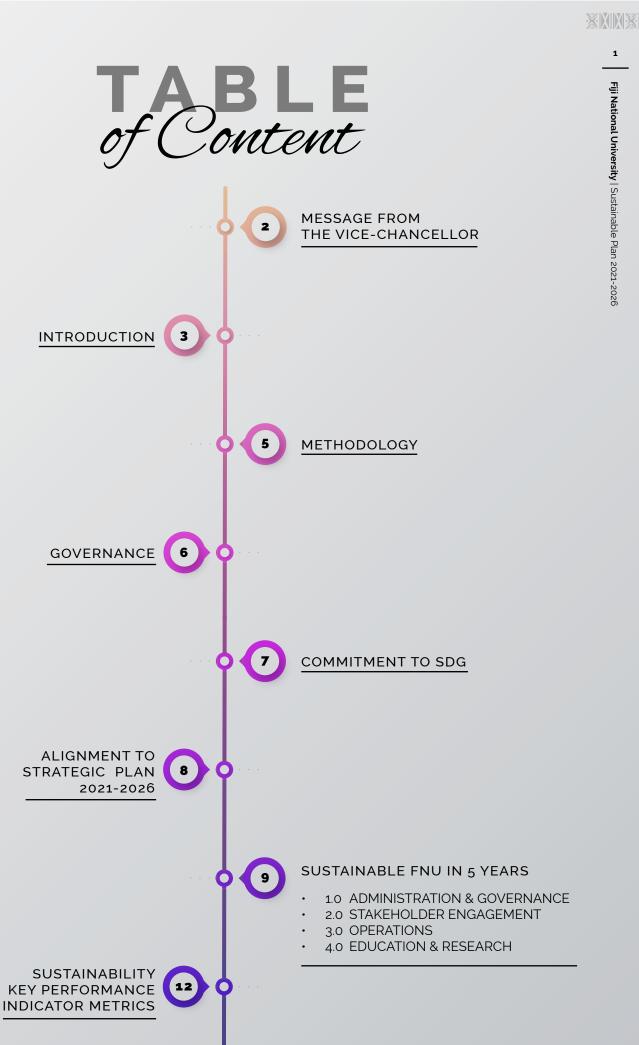


Fiji National University **Sustainability Plan**2021 - 2026

Green and Sustainable FNU



Message from the Vice-Chancellor

Climate change and environmental degradation are the most serious existential challenges facing humanity in the 21st century. Here in the Pacific, small island nations are already feeling the effects of anthropogenic climate change, with adverse weather events becoming more frequent and more extreme. The degradation of our marine and terrestrial environments, by pollution, deforestation, and poor land management practices, is having a detrimental effect on biodiversity and human health. Our own future depends on the health of our planet.

Fiji's National Development Plan puts environmental protection, climate change adaptation and resilience at the heart of the country's vision for a cleaner, greener, and more sustainable future. The NDP states that 'Our pristine natural environment will be protected, and the economy will be made more climate-resilient.' The Fiji National University, with its national mission and strong regional connections, is committed to supporting this vision, realising the UN Sustainable Development Goals, and playing a leadership role in all aspects of sustainability.

In recognition of the climate emergency and the need for immediate, decisive action to address the effects of climate change, FNU will orient itself to become a low-carbon, environmentally sustainable organisation. Working across academic disciplines, and in partnership with national, international, and supranational bodies, FNU will harness its expertise to develop cost-effective, scalable solutions that build resilience and help communities, businesses and infrastructure across Fiji and the wider Pacific to adapt to climate change.

This five-year Sustainability Plan, which

complements the FNU Strategic Plan 2021–2026, signals the University's commitment to putting environmental sustainability, climate change adaptation and resilience at the heart of our plans and actions. We will embed environmental sustainability in our procurement policies and estates strategy, with an explicit focus on expanding renewable energy and reducing carbon emissions; we will position FNU as a leader in climate change adaptation through our education and research; we will utilize the FNU estate as a living laboratory to test, develop and refine sustainability initiatives; and we will work with partners and national, international and supranational levels to support applied research and practical interventions in support of climate change adaptation and resilience.

Professor Toby Wilkinson

Adapting to climate change, looking after our environment, and living more sustainably are challenges facing the whole of humanity. Universities, as institutions of higher learning, have a responsibility to lead by example. FNU is committed to playing its part.

INTRODUCTION

Our planet's future is jeopardised due to the current state of our global climate. Prompt action must be made to protect our environment and avoid significant implications on ourselves and the future generation. Achieving sustainable living on earth is indeed difficult; yet, the survival of nature is dependent on humanity, and it is time to restore the lost balance between nature and humans.

The restoration of biodiversity will determine the environmental stability, and as a dual-sector University with a stronghold in TVET and Higher Education, FNU is committed to playing a key role in contributing to the global target. FNU as a tertiary institution would play an integral role in supporting the national and global efforts to achieve the United Nations Sustainability Development Goals.

With the escalating climate change issues and the looming threat of disasters, the University has recognised its ability to safeguard and holistically manage resources to remain profitable in the long run. It is critical to attaining the sustainability goals, which shall begin with self-evaluation, reassessment of present policies, synergies, and best practices.

Since the inception of the University in 2010, FNU has made several contributions toward sustainability despite not having an official Sustainability Plan, such as providing diverse employment, providing programmes and courses in sustainability, hosting sustainability-related conferences, and energy efficiency to name a few.

The University's Sustainability Plan 2021-2026 is a key guiding document and vital for the University given the focus on accomplishing the United Nations Sustainable Development Goals and meeting the objectives of the University Strategic Plan 2021-2026. The Sustainability Plan provides a strategic guideline on embracing the strengths of past accomplishments and maximising the opportunities to provide a consolidated effort of the University and its stakeholders.

In addition, the University's Sustainability Plan 2021-2026 outlines how the University will align itself to meet its goals in four key areas: administrations, engagement, operations, and education and research. The individual targets and KPI's are listed for each of the focus areas which is referenced to responsible College and Divisions.

To become a sustainable university, it is essential that FNU must comprise all three realms of sustainable development.

- 1. Environmental protection
- 2. Social cohesion
- 3. Economic performance



OBJECTIVES

The following key objectives are critical to FNU's success in implementing the Sustainability Plan, which supports the 43 KPIs listed in the Plan:

- 1. Embracing our FNU values and culture to become influencers of sustainability
- 2. Resiliency as a university we must adapt, innovate and be agile enough to overcome environmental, economic, and social challenges
- 3. Long-term thinking Strategic and meaningful decision-making frameworks that consider University's operations and management of resources
- 4. Life Cycle Cost-benefit analysis on university procurement and investment decisions
- 5. Enhancing internal capacity through training and development to co-create solutions in collaboration with the community and relevant stakeholders
- 6. Train our youths and leaders of tomorrow to embrace sustainability
- 7. Utilise campus as a living laboratory to provide solutions to address national and global challenges



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METHODOLOGY

A Sustainable Initiatives Committee (SIC) was formed as a subcommittee of the Senior Leadership Team (SLT) to spearhead the University's sustainable efforts. The SIC includes the President of the FNU Student Association (FNUSA) as a member. The SLT had agreed to adopt the Sustainability Tracking, Assessment & Rating System (STARS) for initial baseline data assessment.

Focus groups were created to address four broad areas, namely, administration & Governance, Stakeholder Engagement, Operations, and Education & Research. The composition of each focus group ensures broader university participation, including students. Each Focus Group gathered baseline information using the STARS criteria, which were analysed and presented to the SIC and SLT.

The Focus Groups developed a 5-year action plan based on the baseline data collected for the consideration of the Sustainability Initiatives Committee and further review and analysis. The Sustainability Plan forms as an interdepartmental plan and staff-student collaboration to support the University goal of integrating sustainability in line with the University's Strategic Plan 2021-2026. Therefore, the targets were developed with various resource constraints considering the implications of the current global pandemic.

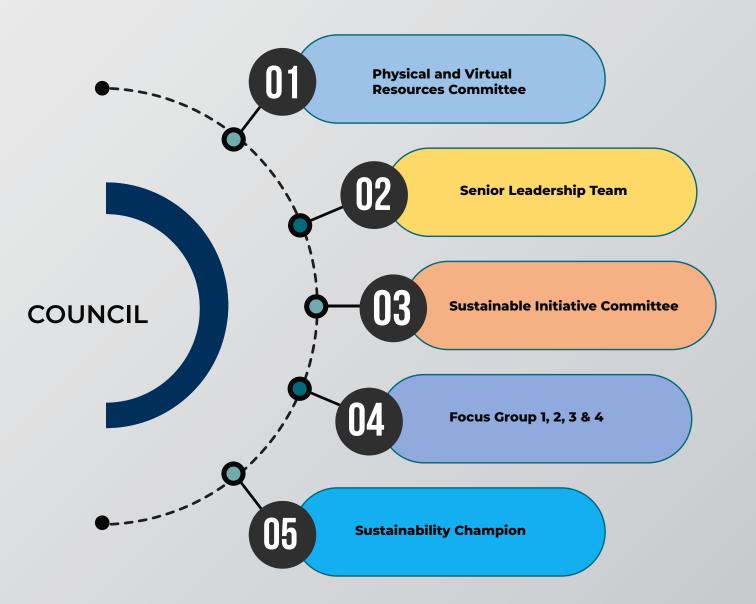


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GOVERNANCE

The SIC meets bimonthly to discuss, monitor and strategise the university's sustainability efforts and provides reports to the SLT. Through the Chair of SIC and Director of Capital Projects & Infrastructure, the progress is reported at the sub-council committee of the Physical Virtual Resources Committee and to the main governing body, which is the FNU Council. The acceptance and accountability of the sustainability initiatives are at the highest level of the University Governance Structure. The commitment is clearly reflected in the new Strategic Plan of the University. The Focus Groups and Sustainability Champions are two mechanisms to obtain feedback, promote, create awareness, and implement actions at the departments and student bodies.

Governance Structure



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COMMITMENT TO SDG

The Fiji National University (FNU) has strengthened its commitment to contribute towards the SDG as a signatory of the SDG Accord with The Environmental Association for Universities and Colleges Education (EAUC).

The University's commitment towards SDG will enable knowledge sharing amongst universities across the globe and report the University's contribution towards the global effort.

The University network is spread across 28 sites around Fiji, thus forms like a municipality serving a diverse group of people on campus with various facilities. FNU strongly embraces the SDGs within its governance, operations, teaching, and research. Providing cost-effective, scalable solutions for sustainability, resilience, and climate change adaptation will be at the heart of FNU's institutionalisation of best practices as well translating into community-wide solutions. FNU is committed to creating greener campuses as an exemplary National University.

FNU is committed in offering courses and programmes and forming partnerships with communities and organisations to provide knowledge and awareness of the social, economic, and environmental impacts.



Education for Employability: educating our students about environmental sustainability, to empower them and their employers to adapt to climate change, and develop a more sustainable economy

Research with Real-World Impact: harnessing our research strengths to address climate change adaptation and environmental sustainability from a multi-disciplinary perspective

Student Experience: providing a cleaner, greener, healthier environment for our students to live and learn

Financial Sustainability: recognising and achieving financial benefits from more environmentally sustainable practices

Local: working with our communities on clean-up drives

National: leading by example in a more environmentally sustainable way of working

Regional: working with partners across the Pacific to develop low-cost, scalable solutions to climate change adaptation

Global: embracing the UN SDGs and working with international partners and funders to address the global challenge of climate change

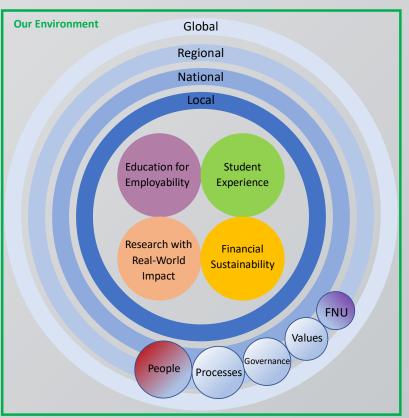


People: educating and empowering our staff and students to take practical climate action

Processes: ensuring our processes support our environmental sustainability agenda, using digital technology to reduce reliance on paper

Governance: working with the FNU Council to position the University as a role model in sustainability (including declaration of a Climate Emergency)

Values: showing Care for our planet and environment, demonstrating Honesty about the challenges of sustainability and how we can do better, demonstrating Accountability for our environmental impact, putting ourselves at the Service of the nation and region in matters of environmental sustainability, achieving Excellence in our sustainability initiatives



SUSTAINABLE FNU IN 5 YEARS

The FNU Sustainability Plan 2021-2026 lays out a roadmap for the higher education sector to achieve best practices in sustainability.

Following are the targets over the 5 years period.

Electricity \$300k reduction in power consumption over 5 years



RECYCLING

Implementation of 3R's -Reduce, Reuse and Recycle in all FNU campuses





Encourage and support research that addresses social, economic, and environmental challenges



ENGAGEMENT

Establishing Student Green Fund for student projects related to sustainability

LEARNING & TEACHING

Creating campus into a living laboratory and integrating sustainability within the various programs and courses

AFFORDABILITY

Creating campus into a living laboratory and integrating sustainability within the various programs and courses Increasing accessibility and affordability of students

CLEAN ENERGY Achieve 71% clean energy over 5 years RAINWATER HARVESTING 40% rainwater for nonpotable use

WASTE Divert 20% of waste from landfill through recycling

Carbon Footprint Reduction in carbon emission by 25% CO²

1.0 ADMINISTRATION & GOVERNANCE

FNU is committed to incorporating sustainability ideals into all aspects of the University's administration and governance, including policies, programs, and resources. Creating a significant transformation requires a strong focus on improving the University's diverse culture and values.

- 4.1. Key Focus Areas:
 - 4.1.1 Sustainability Coordination develop, coordinate, and promote effective sustainability initiatives to reduce the University's impact on the environment and collaborating across university leadership, administration, faculty, staff, students, and stakeholders
 - Recruitment of a Sustainability Officer in 2022

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- Attain Recognition
- 4.1.2 Diversity, Equity, and Inclusion environment for all individuals to flourish
 Annual structured assessment of diverse and inclusive campus culture

4.1.3 Access and Affordability – programs to facilitate access to education for students from low income earning family

Strengthen student bursary scheme



2.0 STAKEHOLDER ENGAGEMENT

FNU aspires to be the central point of contact for all its stakeholders, bringing people together creating a mutual connection, sharing common interests through campus and community engagement. FNU is focused to engaging sustainable practices into its campus and community engagements to ensure that no one is left behind. As a result, collaborating with all stakeholders will improve sustainability and bridge the gap between FNU and the general population.

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4.1 Key focus areas:

4.1.1 Student Life - sustainable campus experience for students

- Establish Student Green Fund for student projects on sustainability from 2023 onwards
- Sustainability focused student group
- Student inclusivity and demonstrating sustainability leadership in Student Orientation
- Establish and Enhance existing Peer Assisted Learning Scheme on sustainability outreach and education program

4.1.2 Employee Ownership – Employees embracing sustainability

- Sustainability Kit as part of Staff Orientation from 2022
- Employee Peer to Peer Educator Program through Sustainability Champions
- Biennial assessment of sustainability culture commencing from year 2023
- Establishment of fee waiver on selected sustainability related short course training for non-academic staff

4.1.3 Outreach – enriching outreach programs for community well-being

- Yearly outreach campaign for staff and students
- Increase delivery of Sustainability-Focused Certificate Programmes
- Enhancing sustainability in continuing education
- Support sustainable livelihood projects
- Forming partnerships with the community to advance sustainability
- Engage staff & students in community service



Sustainability in FNU operations would provide well-being of the University and the greater community. The operational solutions for sustainability would also promote leadership of the University in Fiji of displaying institutional effort of conserving natural resources, enhancing operational efficiencies, and minimising carbon footprints.

4.1. Key focus areas:

.1.1	Carbon emissions – Reducing Greenhouse gases for cleaner atmosphere		
	•	25% reduction of carbon emissions	

- 4.1.2 Dining Services healthy diet through ethical food production
 - Yearly improvement of Food & Beverage produced sustainably, ethically, and locally

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- Provision of sustainable food outlets
 - Use of organic dining utensils

4.1.3 Landscape Management - pesticide free land to conserve the ecosystem

- Managing of landscape organically and establishing a baseline figure to protect the ecosystem
- 4.1.4 Procurement embedding sustainable practices in our procurement policies
 - Electronic purchasing that meets gold star and silver star
 - Establish records on Electronic Purchasing
 - Reducing paper purchasing and embracing digital experience
 - Establishment of lifecycle cost procurement process
- 4.1.5 Transportation smart mobility for the University and Nation
 - New and replacement fleet cars and SUV's must be either hybrids or 100% electric vehicles
 - Biennial staff and student commutation survey
- 4.1.6 Waste Management driving smarter economy through proper waste management practices
 - 20% of the waste diversion from landfill with 3R initiatives
- 4.1.7 Utility Management conserving water and promoting renewable energy to preserve the future
 - 20% water consumption reduction
 - 40% of rainwater for non-potable use
 - 71% Clean Energy across core functional FNU Estates
 - \$300k saving on electricity



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4.0 EDUCATION & RESEARCH

The university campuses must be utilised as a living laboratory for identifying opportunities and implementing novel techniques to achieve goals and objectives. Embedding sustainability in the University's curriculum and research will increase understanding the immediacy of environmental responsibility and driving knowledge on sustainability will give the students real-world skills they can use to improve the planet.

QUALITY

4.1. Key Focus Areas:

- 4.1.1 Learning acquiring knowledge, skills and a mindset that allows deep connection to building sustainable future
 - Increase in the number of sustainability-related courses offered over the 5 years
 - Increase in the number of graduates in sustainability courses
 - Providing immersive experience through excursions and field trips in Sustainability Programmes
 - Assessment of sustainability literacy on yearly basis from 2023 onwards
- 4.1.2 Campus as living laboratory utilising the campus as a living laboratory for students to confront real-world sustainability problems and address the planet's environmental challenges
 - Utilise campuses as a living laboratory to advance sustainability
- 4.1.3 Research progressing sustainability research for safe and secure future
 - Enhancing the employee's engagement in sustainability research
 - Climate change adaptation, sustainability and resilience, an overarching theme for FNU's research
 - Provision of open access for Research, inclusive of repository hosting for scholarly works



	ADMINISTRATION & GOVERNANCE	
Key Focus Area	КРІ	Lead
Sustainability Coordination	Yes/No – Sustainability Officer recruited in 2022	Division of Capital Projects & Infrastructure
	Yes/No – Attain recognition	Division of Capital Projects & Infrastructure
Diversity, Equity & Inclusion (DEI)	Yes/No – DEI culture assessed	Division of Human Resource/ Registrar's Office
Access & Affordability	% Of students benefiting through bursary scheme	Division of Finance
	STAKEHOLDER ENGAGEMENT	
Key Focus Areas	KPI	Lead
	Yes/No - Creating student groups focused on sustainability	FNUSA
Student Life	Yes/No - Green fund for student sustainability-related projects established	Division of Finance
Student Life	% of entering students that were part of the sustainability orientation programs	Registrar's Office
	% of students served by PAL on sustainability related programs	PVC-L&T
	Yes/No - staff assessment on sustainability culture completed	Division of Human Resource
Employee Ownership	% of new staff received sustainability kit inclusive of environmental, social, and economic factors	Division of Human Resource
	% of employee served by peer-to- peer educator program	All Departments
	% of non-academic staff received fee waiver on sustainability related short course training	Division of Human Resource
	Types of outreach programs by staff and students	Registrar's officer/HR
	% of Sustainability - focused certificate program	Colleges
	% of continuing education courses in sustainability	NTPC
Outreach	No. of People supported through sustainable livelihood project	NTPC
	Yes/No – Formal partnerships established to advance sustainability	Centre for Interdisciplinary studies/ PVC-L&T/PVC-R
	% of students & staff engaging in community service	Registrar's office/FNUSA/ Division of Capital Projects & Infrastructure

OPERATIONS					
Key Focus Area	KPI	Lead			
Carbon emissions	% of emissions reduced	Division of Capital Projects & Infrastructure			
Diving Convisoo	% of F&B sustainably, ethically, and locally produced	Division of Estates & Facilities			
Dining Services	Yes/No – Sustainable food outlet provision provided	Division of Estates & Facilities			
Landscape Management	% of landscape organically managed	Division of Estates & Facilities			
	% of electronic expenditure that meet gold star and silver star rating	Division of Finance			
	Yes/No – Electronic purchasing records established	Division of Finance			
Procurement	% of paper purchased	Division of Finance			
	Yes/No - life cycle cost procurement process established/ product specific sustainable criteria established	Division of Finance			
	% of vehicles powered by alternative fuel or power	Division of Estates & Facilities/ Capital Projects & Infrastructure			
Transportation	Yes/No - Biennial commutation survey completed from 2023 onwards	Capital Projects & Infrastructure			
Waste Management	% of waste diverted to landfill through recycling - 3R initiative	Division of Estates & Facilities			
	% of reduction on the water consumption	Division of Estates & Facilities			
Utility Management	% of rainwater managed for non- portable use	Division of Capital Projects & Infrastructure/ Division of Estates & Facilities			
	% of reduction of energy consumption	Division of Estates & Facilities			
	% of clean energy obtained	Division of Capital Projects & Infrastructure			

ACADEMIC & EDUCATIONAL EXPERIENCE					
Key Focus Area	Metric	Lead			
	% of sustainability related courses	PVC - Learning & Teaching Office			
	% of students that graduate with sustainability as a learning outcome	PVC - Learning & Teaching Office			
Learning	% of immersive learning experience for students in sustainability related courses	PVC - Learning & Teaching Office			
	% of students assessed for sustainability literacy from year 2023	PVC - Learning & Teaching Office			
Campus as a Living Laboratory	No. of projects utilizing FNU infrastructure and operations as a Living Laboratory	PVC - L & T / PVC - R			
	% of employees engaging in sustainability research	Research Office			
Research	Yes/No – Provision of research support through fellowship, financial support, mentorship, and recognition.	Research Office			
	Yes/No - University has facilitated open access publishing	Research Office / Library			



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