The purpose of these funds is to: Create a Sustainability Office at MSU, with a full-time employee. This office would work on sustainability projects throughout campus, not in niche areas. Creating a Sustainability Office would have five primary benefits:

- **Centralized efforts**
  - Setting up a Sustainability Office would bring together and centralize the myriad scattered efforts for sustainability projects around campus to create a campus sustainability clearinghouse.

- **Networking**
  - The office would become a hub of networking, in which the Sustainability Coordinator identifies the stakeholders around campus, forms working independent relationships, and connects different groups for cooperative development.

- **Knowledge**
  - The Sustainability Coordinator would have the knowledge of the ins-and-outs of campus, as well as awareness of projects occurring on campuses around the country.

- **Consistency**
  - Instituting a full-time position dedicated to sustainability empowers the University to advance sustainable initiatives by having one person consistently striving to keep the different pieces tied together and coordinated throughout the years.

- **Accountability**
  - A Sustainability Coordinator would be able to ensure follow through on projects. The program would also create a physical location for interested parties to locate, contact, and congregate with sustainability ideas and inquiries.

The aggregate of these benefits is the institutional infrastructure to facilitate the development of existing and future sustainability initiatives. The Campus Sustainability Advisory Council (CSAC) has endorsed the need for a Sustainability Office and recognizes its potential for advancing sustainability at Montana State University.

**Breakdown of funds:**

- Salary - $45,000 x 2 yrs. = $90,000
- Benefits (health, leave, etc as determined by HR calculator) - $15,000 x 2 yrs. = $30,000
- Computer & Printer (first year only) = $1,000
- Basic Supplies - $500 x 2 yrs. = $1,000
- Conference (annual AASHE) - $1,500 x 2 yrs. = $3,000
- Projects (to support CSAC and other efforts) - $10,000 x 2 yrs. = $20,000

**The Return on Investment from these expenditures will be:**

There are four core areas for ROI from a Sustainability Office: Recruitment, Retention, Faculty/Staff efficiency, Cost Savings.
Recruitment
Princeton Review says that two-thirds of applicants say that a school’s report card would influence whether they would enroll. They now include a green rating in their annual guide. The development of sustainability initiatives will give Montana State many programs to publicize and reach out to prospective students.

Retention
Students are more apt to persist if they become involved on campus and acquire an affinity for the institution. A Sustainability Office will enhance student organizations’ ability to be effective, which will lead to expanding the number of environmental organizations and students involved in them.

Faculty/Staff efficiency
Currently, faculty and staff members are working on sustainability in addition to their “regular” duties. Whether it is attempting to start campus-wide projects or just implement small changes within their department, the help of a knowledgeable individual would greatly reduce wasted time. Additionally, our obligation to comply with the requirements of the American College and University’s President’s Climate Commitment involves very complex processes. These processes necessitate that MSU has an employee on campus that is fluent in navigating the process and can help MSU effectively reduce our emissions.

Cost Savings
Institutions can implement a myriad of initiatives which could lead to big savings. When requesting cost saving measures from across campus for the UPBAC work group, a large portion of the proposals were small, cost effective projects ranging from energy efficiencies to cost sharing practices across MSU campus. These incremental implementations are difficult to address as there is no one person on campus who focuses the small, low hanging fruit which appears tedious and time consuming at first glance. From green efficiencies to systematic efficiencies, this position will comb through campus to ensure cost savings and profit maximization.