

ACTION	SUMMARY OF STEPS	RESPONSIBLE DIVISION	RESPONSIBLE PARTY	COST \$ (\$, \$\$, \$\$\$, \$\$\$\$)	COST TIME (I, II, III, IV)
<b>Cross-Cutting Recommendations</b>					
Convene a Working Group to Develop a Comprehensive Climate Resilience Action Plan	<ul style="list-style-type: none"> <li>Had WG 2023 &amp; 2024</li> <li>Rebuilt WG Spring 2026</li> <li>Meetings March 6 &amp; 30, 2026</li> <li>Gather input from Dickinson</li> <li>Submit plan to administration in Summer 2026</li> <li>Share CR Action Plan with all stakeholders at Dickinson and in Carlisle/Cumberland County</li> </ul>	Finance and Administration  Academic Affairs	Jon Brighton, Managing Director Operations  Lindsey Lyons, Executive Director CSE	\$	II
Continue to Engage Students, Faculty, Staff, & Community Partners in Climate Resilience	<ul style="list-style-type: none"> <li>Included in Faculty Meeting Report</li> <li>Resilience Themed Expo 4/2/26</li> <li>Climate Resilience Forum 4/8/26</li> <li>Outreach Campaign for 2026</li> <li>Share plan with external partners</li> </ul>	Finance and Administration  Academic Affairs	Jon Brighton, Managing Director Operations  Lindsey Lyons, Executive Director CSE	\$	II
<b>Human Health and Wellbeing</b>					
Design and Implement a Climate Health Resilience Plan  Phase 1: Heat Focus Phase 2: Other	<ul style="list-style-type: none"> <li>Develop and implement heat risk education/training for students, employees and community.</li> <li>Establish and implement heat protocols for Dickinson Athletes</li> <li>Establish and implement employee heat illness prevention program</li> </ul>	Human Resources  Student Life  Finance and Administration	Debra Hargrove, Vice President Human Resource Services  Jennifer Braund, Associate Director of Student Health Services (Wellness Center)  Alex Bazink, Athletic Trainer Director of Athletics  Compliance, Enterprise Risk Management and Environmental Health and Safety	\$\$	III

<p>Research and Planning for Other Climate-Related Health Risks</p>	<ul style="list-style-type: none"> <li>• Create additional climate health resilience recommendations for other threats such as air quality, mold, mental health and disease etc.</li> </ul>	<p>Academic Affairs</p> <p>Finance and Administration</p>	<p>Lindsey Lyons, Executive Director CSE</p> <p>Compliance, Enterprise Risk Management and Environmental Health and Safety</p>	<p>\$</p>	<p>II</p>
<p><b>Infrastructure and Grounds</b></p>					
<p>Climate-Proof and Decarbonize Physical Infrastructure for Storm Readiness</p> <p>** Decarbonization alone is not resilience</p>	<ul style="list-style-type: none"> <li>• Engage engineering experts to assess building and infrastructure vulnerabilities to climate hazards</li> <li>• Develop a multi-year plan to proactively and cost-effectively mitigate climate risks to infrastructure</li> <li>• Implement decarbonization strategies and climate action planning to shift to cleaner energy systems that are more reliable and reduce vulnerability</li> <li>• Assess and remediate buildings with chronic indoor air quality and mold</li> <li>• Incorporate prioritized risk mitigation and emission reduction actions into the deferred maintenance planning and budgeting process, annual monitoring and inspection practices</li> <li>• Adopt a low-carbon materials procurement, green infrastructure and resilient systems policy for all new construction and major renovations</li> </ul>	<p>Finance and Administration</p>	<p>Jon Brighton, Managing Director Operations</p> <p>Mike Kiner Director of Trades</p> <p>Steve Bobb Director of Projects</p>	<p>\$\$\$</p>	<p>III</p>
<p>Maintain, Adapt, and Expand the Campus Tree Canopy</p>	<ul style="list-style-type: none"> <li>• Assess health of campus trees with respect to climate change, storm damage, and other risks</li> <li>• Adapt tree planting, care and maintenance plans in respect to climate vulnerability</li> <li>• Establish a baseline canopy coverage percentage, establish expansion goals and track progress to reduce heat</li> </ul>	<p>Finance and Administration</p> <p>Academic Affairs</p>	<p>Jon Brighton, Managing Director Operations</p> <p>Dale Robinson, Director of Grounds</p> <p>Allyssa Decker and other Environmental Science Department Faculty</p>	<p>\$</p>	<p>II</p>

	risks, improve air quality, stormwater management, health and aesthetics				
Green Infrastructure Implementation	<ul style="list-style-type: none"> <li>• Explore feasibility of green roof installations on existing buildings</li> <li>• Explore permeable pavement and bioretention possibilities around areas of stormwater pooling</li> <li>• Integrate ground level stormwater BMPs or green roof policy for all new construction and major renovations</li> </ul>	Academic Affairs	Allyssa Decker Environmental Science	\$\$\$	III
<b>Continuity of Operations</b>					
Develop an Academic Continuity Plan	<ul style="list-style-type: none"> <li>• Identify key decision-makers, resource allocators, existing committee chairs and communications leads to establish a working group</li> <li>• Develop and adopt a formal plan covering disruptive events including extreme weather, power outages, infrastructure failure etc.</li> <li>• Establish policies for modifying academic workloads, assignments, exams, grading, and incompletes during disrupted semesters</li> <li>• Ensure plan for continuity of student academic support services, campus spaces, and digital learning during disruptive events</li> </ul>	Academic Affairs	Renee Cramer Provost and Dean  James D'Annibale, Director of Academic Technology	\$\$	III
Assess Continuity Planning for Other Essential Functions	<ul style="list-style-type: none"> <li>• Evaluate the current state of continuity planning for all essential administrative functions (dining, housing, transportation, non-academic student services etc.)</li> <li>• Develop a strategy and process for reinstating and maintaining effective continuity planning college-wide</li> </ul>	Finance and Administration	Compliance, Enterprise Risk Management and Environmental Health and Safety	\$\$\$	IV

	<ul style="list-style-type: none"> <li>Seek guidance from external professionals with expertise in institutional continuity planning</li> </ul>				
Improve Electric Power Reliability and Resilience	<ul style="list-style-type: none"> <li>Engage relevant experts to assess and prioritize back-up electric power needs for outage scenarios</li> <li>Evaluate options for back-up power generation and storage with a preference for zero- or low-carbon solutions</li> <li>Develop a multi-year strategy for funding and implementing highest-priority power resilience options</li> </ul>	Finance and Administration	<p>Jon Brighton, Managing Director Operations</p> <p>Mike Kiner Director of Trades</p> <p>Dave Walker, Vice President for Finance and Administration</p> <p>Planning &amp; Budget Committee</p>	\$\$\$\$	IV
<b>Finance, Administration &amp; Planning</b>					
Set Targets and Initiate Steps to Increase Reserve Funds	<ul style="list-style-type: none"> <li>Assess current reserve fund adequacy for continued operations, insurance, and study abroad considering growing climate risks</li> <li>Set appropriate reserve fund targets and initiate feasible steps to prioritize Dickinson's increasing financial needs for managing climate risks</li> <li>Establish a schedule for periodic review and adjustment of reserve targets as climate risks evolve</li> <li>Establish an annual schedule for greenhouse gas emissions inventory, carbon offset purchases, REC sales and utility contract management to maximize fund availability for resilience projects</li> </ul>	Finance and Administration	<p>Dave Walker, Vice President for Finance and Administration</p> <p>Planning &amp; Budget Committee</p>	\$	II
Access and Manage Endowment Exposure to Climate Risk	<ul style="list-style-type: none"> <li>Engage Investure in discussions to evaluate endowment's exposure to climate risk and to fossil energy assets as they become more volatile</li> <li>Explore stress-testing the endowment portfolio under high climate impact and major regulatory change scenarios</li> </ul>	Finance and Administration	<p>Sean Witte, Associate Vice President for Financial Operations and Controller</p> <p>Board of Trustees' Committee on Investments</p>	\$	II

	<ul style="list-style-type: none"> <li>• Report annually to Dickinson community on Investure discussions, climate risk assessments, and risk management approaches</li> </ul>				
Complete Resilience Commitment Obligations	<ul style="list-style-type: none"> <li>• Seek internal and external support and collaboration for funding and implementation</li> <li>• Submit to sustainability subcommittee, Planning &amp; Budget and trustees for approval and implementation</li> <li>• Fulfill resilience commitment reporting requirements to external partners</li> <li>• Continue to connect Dickinson's plan to resilience planning with the Borough of Carlisle and Cumberland County.</li> </ul>	<p>Finance and Administration</p> <p>Academic Affairs</p>	Climate Resilience Working Group	\$	III