February 16, 2018

Dear Student Employee of the Year Selection Committee:

I am writing on behalf of the Office of Sustainability Initiatives to nominate one of our most talented, conscientious and integral team members – Kryn Dykema – for consideration as the Student Employee of the Year for 2018.

Kryn has worked with our office for three and a half semesters, and in that time, we have come to rely on him for our carbon reduction and energy work, our Sustainable Events program, general campus outreach and communications and much more. We are eternally impressed with the quality of his work and turn to him for recommendations for how we should proceed with the planning for and execution of new, innovative programs and strategic planning initiatives we have been undertaking these last two years.

Kryn joined our team at a turning point for sustainability at Emory. In Spring of 2016, the Sustainability Vision & Strategic Plan, 2025 was adopted by the campus and simultaneously, our office was working toward the submission of our Sustainability Tracking, Assessment & Rating System (STARS) report, which we do every three years. We have turned to Kryn during this time to help us jump forward into a new decade.

During his time with our office, Kryn has uniquely taken the lead on:

- Conducting benchmark research on carbon offset and onset programs offered by other universities and corporations to help inform Emory’s future program.
- Writing articles and newsletter contributions to inform Emory staff about the new waste policy enacted in January 2018 and about the America to Go caterers who serve food in materials that are either recyclable or compostable.
- Researching credits in the STARS report about compost programs as carbon offsets.
- Assisting with the collection of community feedback about new waste bins, colors, labels and signage and then categorized comments into a memo for review by Campus Services teams and our office.
- Researching more sustainable pizza options for events because of the large volume of orders placed with businesses without admirable food sourcing or labor standards.
- Conducting benchmark research on the Association of American Universities (AAU) members who include scope 3 emissions in their greenhouse gas inventories to help inform how Emory might capture these emissions in our future inventories.
- Researching the changes in the newest version of the Campus Carbon Calculator, which Emory uses to complete its greenhouse gas inventories.
- Cleaning and analyzing building energy data to be able to provide academic units and individual buildings with their annual energy use.
- Researching various brands of power strips for our Green Offices and Labs programs to determine which continue to use energy when switched off.
- Researching campuses with carbon neutrality commitments to assess how they are working toward these goals and to determine if Emory should consider such a goal.
• Researching how Second Nature, a prominent nonprofit working with colleges and universities on carbon offset programs, determines what counts as an offset, especially when it is not a verified offset.
• Mapping how the Emory University and the individual academic unit climate action plans (10 total plans) aligned with the Emory Sustainability Vision & Strategic Plan, 2025 to help set priorities when implementing each plan.
• Serving as the coordinator of our Sustainable Events Program, certifying events, assisting event planners, and communicating to the campus about the work of these planners.

In addition, Kryn has written articles for the Emory Report and for our biannual Clifton Community Partnerships newsletter on the following topics:
• The co-generation/combined heat and power system.
• Recent campus facilities milestones.
• Energy Competition results.

Kryn’s contributions to sustainability at Emory extend beyond the work he does directly for our office. Kryn is a campus leader, and he draws from his experiences as a Resident Advisor (RA) and as a student enrolled in multiple sustainability courses. These academic and professional experiences do inform the work he does for our office, though, especially in the area of campus outreach. He tables for our office at many events each semester, acting as a peer educator and as a liaison answering questions and addressing community concerns. We are thrilled to have him act as a face for our office.

Finally, Kryn’s commitment to work on carbon reduction and carbon offsets will continue for the year to come. Kryn has chosen to focus on this topic for his senior thesis in hopes of helping Emory realize its first voluntary offsets program. Without Kryn’s dedicated research, we would not be on the verge of launching this program. Additionally, we plan to ask Kryn to join the first Emory Carbon Reduction & Resiliency Taskforce to serve as an advisor, alongside Campus Services team members, faculty, and other graduate and undergraduate students. Kryn holds invaluable insight and a level of commitment to this program that we do not always see in interns. We, selfishly, are thrilled to have an opportunity to keep working with such a thoughtful, respectful, and enthusiastic student for another year.

For these reasons and many that would not fit on these pages, our office proudly nominates Kryn Dykema for recognition this year. He represents the best of Emory and a bright future for climate adaptation and mitigation work in our community.

If you have questions about this nomination, please do not hesitate to reach out.

Thank you for your time and consideration.
Sincerely,

Taylor Spicer
Sustainability Programs Coordinator

Emory University
1599 Clifton Road NE
Atlanta, Georgia 30322

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Student Employee of the Year Campus Nomination Form

Nominee’s Name: Kryn Dykema

Nominee’s Job Title and Brief Job Description (330 character limit):
General Sustainability Intern (Fa ’16-Sp ’17): conduct benchmarking research on various sustainability initiatives, engage in campus outreach activities, writing articles
Climate & Energy Intern (Fa ’17-Sp ’18): campus greenhouse gas inventory, carbon offsets program

In the space provided below, please provide examples of the nominee’s reliability, quality of work, initiative, professionalism and uniqueness of contribution. (1200 character limit for each category)

Reliability:

Kryn is one of the most conscientious and communicative interns we have had in our intern program. We gave him a range of tasks which all require someone devoted to the details, research and execution of a program. He has done foundational research, data collection and analysis, and proposal writing to improve implementation of our University and academic unit climate action plans (10 total plans), complete our 2014 greenhouse gas inventory, and inform the creation of our first campus voluntary offset program to address emissions from Emory-affiliated air travel. These are difficult projects for us as staff to take on, and we were impressed by how well Kryn delivered thorough and insightful research and suggestions that have informed how our office has approached these projects. He delivers his work on time and communicates when he is facing challenges, allowing our team to work with him quickly to overcome roadblocks and make progress more effectively. He attends all meeting that his schedule allows, and he follows up with commitments he makes. He has been a reliable intern for outreach events on campus as well.
Quality of Work:

In his first semester, we asked Kryn to review the Emory University climate action plan and all of the plans of the individual academic units to map out how the goals outlined in these plans aligned with the new Emory Sustainability Vision & Strategic Plan, 2025. This was very detail-oriented work that required attention, time, analysis and synthesis. Kryn compiled a memo our office is able to utilize as we reinvigorate committees in the different academic units to carry out the goals they set in 2011. This year, Kryn has been tasked with benchmarking research that will inform Emory's first voluntary carbon offsets program to encourage staff to purchase offsets that will account for the carbon emitted during their Emory-affiliated travel. Very few universities have this type of program, and Kryn has delivered thorough and insightful memos that have helped fine-tune our vision for this program. He also adopted this as his senior thesis topic, expanding the time and resources he is able to devote to helping us realize this program. When we have projects with short deadlines, we assign them to Kryn because we know they will need little added work, allowing us to meet our deadlines.

Initiative:

As a general intern for our office, the projects assigned span all areas of sustainability, so successful students must be resourceful and persistent. Kryn has been assigned exploratory projects - determine how best to collect data on scope 3 emissions given Emory's data limitations, map goals in various strategic plans to propose priorities for the upcoming decade, design a carbon offset program and locally offsets emissions, rather than purchasing RECs or funding forestation projects across the globe, etc.. To make progress, Kryn has done extensive internet and database research, connected with professionals on other campuses and in corporations with similar programs to gather information, and intelligibly communicated his findings in accessible memos for our office. When he does not find the information he needs through one resource, he continues to seek out information from colleagues and connections he has made over these two years. He has contributed to completing the greenhouse gas inventory that had stagnated for 2 years and helped us benchmark carbon neutrality commitments and offsets programs on campuses, which had been on our projects list for over 2 years.
Professionalism:

During our interview with Kryn in Fall 2016, we were immediately impressed with the way in which he carries himself. Kryn is very humble, thoughtful, and respectful. As a high school student, he helped his school install a wind turbine that could power the whole school, but you would never know that due to his humility and quite commitment to work that matters to him. This year, our office has asked Kryn to take over daily management of our Sustainable Events Program, which is a very public-facing position. He has handled this new responsibility with grace and effectiveness. He professionally crafts emails to all who certify an event and quickly helps them with planning questions and concerns. He interacts with staff, faculty and students in this position, and we have only heard positive feedback about interactions with Kryn. Kryn is always accountable to our team and promptly informs me when he is unable to fulfill a request made of him, is unable to attend a meeting, and or must back out of an event because of a new academic need. He balances his time and communicates well.

Uniqueness of Contribution:

For our team, Kryn brings a constant optimism and persistence to this challenging work. He recognizes the time, resource and knowledge limitations when you are trying to launch something new, but he does not let them hold him back. His peers respect him for his amicable nature and impressive work. For Emory, Kryn has played an integral part in completing the 2014 greenhouse gas inventory, collecting data for our Sustainability Tracking, Assessment & Rating System (STARS) report, conducting long-awaited research on carbon neutrality commitments and carbon offset and onset programs, running our Sustainable Events Program, and filling in as needed by writing articles, analyzing data, and leading outreach at tabling events and presentations. He has done such a great job that we are recruiting him to the first Carbon Reduction & Resiliency Taskforce we are starting in partnership with Campus Services and other faculty and students this year. We will rely on the work he has done for years to come and have big plans for the time he has remaining with our office.
You may provide additional information on this nominee on a separate sheet. (2 page limit)

Name/Title of Nominator: Taylor Spicer/Programs Coordinator

Department: Office of Sustainability Initiatives

Date: 2/16/18