

# ANN ERHARDT, MM, ISSP-SEP, CC-P

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## EXECUTIVE SUMMARY

Sustainability and climate change leader with a strategic mindset. Bridge-builder of strategic partnerships towards systemic and equitable change. Advocates strongly for organization-wide commitment to sustainability and assesses organizational capacity to sustainability. Collaborates with senior executives and other cross-functional stakeholders. Curates, connects and convenes, building business models based on sustainability and action. Assesses organizational capacity and maturity for implementation of strategy cycles and deploys process efficiency measures. Fashions innovative approaches to change. Skilled designer of change management and engagement strategies.

Sustainability · Climate Change Mitigation & Adaption · Organizational Change/Development · Research/Trends · Strategic Planning · Change Management · Green Infrastructure · Justice, Diversity, Equity, Inclusion · Process Improvement · Growth Strategies · Engagement · Program Development · Assessment Methods · Resilience

## AREAS OF EXPERTISE

### Sustainability & Climate Change

- Municipal and organizational sustainability and climate action planning
- Focused all work on the integration of equity and social change into all planning
- Established new guidelines for economic analysis of sustainability/climate activities and detailed analysis of data for tracking/reporting; implemented process and measured progress of new policy; developed organization performance scorecard reporting policy and established new PMO process for unit
- Conducted local and regional greenhouse gas emission inventory
- Created and implemented Strategic Sustainability Plan for campus infrastructure/facilities and devised network resources map resulting in identification of key organizational stakeholders
- Led unit-wide strategic planning and implementation of high-level action plans for Diversity, Equity and Inclusion, Sustainability, Water Management, Circular Economy/Sustainable Supply-Chain, Energy Transition, Mobility, Learning & Development and Employee Engagement
- Conducted carbon accounting and carrying capacity assessment of urban campus forest in regional partnership with City of Lansing, City of East Lansing and Ingham County
- Conducted regional transportation viability study and led campus and unit-wide data collection and reporting processes including AASHE STARS, Sightlines, Better Building Challenge, LEED, DOE Green Power Partnership
- Provide ongoing analysis of leading research and sector trends to continually integrate into adaptive planning process

### Program Leadership

- Led development and assessment of new and existing environmental programs for municipalities, higher education and community organizations
- Spearheaded development of several major renewable energy projects including siting, PPA, on campus billing systems and reporting policy
- High level of experience with water, energy and waste systems within large facilities management organization
- Managed budgeting and financial operations of programs and organizations including fund development and growth strategies for higher ed departments, non-profit organizations and private industry
- Led and continuously improved Sustainability Fellows Research granting programs
- Initiated collaborative processes with institutions to undertake high priority initiatives, including research, technical projects, collective engagement and others

- Managed change for various size and diverse client/stakeholder/employee groups including technical and human capital-based projects; implemented projects including lighting renovation and fleet optimization analysis
- Led academic research-operations implementation projects including lighting renovation, fleet optimization analysis and EV infrastructure viability

### Strategic Relationships & Strategic Planning

- Convened and curated strategic partnerships in regional transportation planning, regional composting/food waste reduction and climate action
- Partnered with purchasing to query contractors/consultants on supplier DEI activities and implemented non-discrimination requirements for vendors on federally funded projects
- Led strategies for cultivating new client relationships and nurturing existing client relationships including businesses, research partners and other constituencies
- Led organizational development and performance strategies
- Created online content for training programs and delivered them to community audiences
- Developed and implemented climate/sustainability solutions addressing community challenges while mastering organization-wide change and created learning and development models for clients

### EMPLOYMENT HISTORY

**Commons Logic LLC, Grand Rapids, Michigan** **2007 - Present**  
 Founder & Principal Consultant

**Loyola University, Chicago, Illinois** **2019 - Present**  
 School of Environmental Sustainability  
 Graduate School Adjunct Faculty – Sustainability Assessment

**Michigan State University, East Lansing, Michigan**  
 PhD Student / Graduate Assistant Community Sustainability Department 2024 - Present  
 Chief Sustainability Officer/Director of Campus Sustainability 2012 – 2021  
 Director of Strategic Initiatives 2018 – 2019

**Public Sector Consultants, Lansing, Michigan** **2021 – 2024**  
 Senior Consultant for Energy & Environment (Sustainability & Climate Change)

**Association of Climate Change Officers (ACCO)** **2018 - 2021**  
 Senior Climate Mitigation and Adaptation Advisor

**West Michigan Environmental Action Council, Grand Rapids, Michigan** **2009 – 2012**  
 Director of Municipal & Community Energy Programs

### EDUCATION

Executive Education for Executive Leadership in Sustainability, Harvard University, Cambridge, Massachusetts  
 Master of Management (MM), Organizational Development/Leadership, Aquinas College, Grand Rapids, Michigan  
 Bachelor of Science, Sustainable Business & Environmental Science, Aquinas, College, Grand Rapids, Michigan

### PROFESSIONAL DEVELOPMENT/CERTIFICATIONS

Certified Climate Change Professional (CC-P), Association of Climate Change Professionals, 2020-2026  
 Sustainability Excellence Professional (ISSP-SEP), International Society for Sustainability Professionals, 2022-2024  
 Climate Reality Global Leadership Training, Climate Reality Project 2020

*Additional achievements, position titles, professional development, strategic experience and degrees can be found at*  
<https://www.linkedin.com/in/annerhardtsustainability/>