

Trevor Anthony Ledbetter, MBA

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PROFILE SUMMARY

Experienced professional with a broad background in spearheading strategic, pragmatic, and solutions-oriented teams to resolve complex, institution-wide problems. Excellent analytic and networking skills, extremely adaptable with expertise in short- and long-term planning, data analysis, governance, and team/project management.

EDUCATION

University of Arizona Eller College of Management , Tucson, Arizona Master of Business Administration	May 2021
University of Arizona College of Science , Tucson, Arizona Bachelor of Science in Ecology and Evolutionary Biology with Honors Minor in Marine Sciences Summa Cum Laude, Department Excellence in Undergraduate Research Award	May 2017
University of Arizona College of Agriculture & Life Sciences , Tucson, Arizona Bachelor of Science in Environmental Sciences Summa Cum Laude, College Outstanding Senior Award	May 2017

PROFESSIONAL EXPERIENCE

University of Arizona, Tucson, Arizona

Senior Director, Office of Sustainability

November 2023 – Present

Director, Office of Sustainability

July 2018 – November 2023

- Promoted to Senior Director in recognition of exceptional contributions, dedication, and expanded responsibilities.
- Increased departmental funding from \$200,000 in 2018 to more than \$2 million annually, supporting 25-35 part-time student employees and nine full-time staff, by diversifying revenue sources and strategically securing commitments to support institutional climate and broader sustainability action from across University leadership.
- Manage the integration and growth of sustainability and climate action efforts across the institution, including the University of Arizona's main campus, Phoenix Bioscience Core, and multiple satellite locations across the state by developing and strengthening key stakeholder relationships, leveraging influence across the institution to promote sustainable practices, initiatives, and policy adoption.
- Serve as the Co-Chair for the University's inaugural Sustainability & Climate Action Plan, orchestrating a comprehensive strategy for climate neutrality by 2040 and additional metrics in research, academics, and operations, while managing a 250+ person engagement and feedback structure.
- Provided cross-divisional organization to the creation of the largest renewable energy agreement between a university and utility in North America, mitigating 30% of the University's greenhouse gas footprint, while simultaneously saving the University a projected \$9 million. The resulting agreement placed the University in the top 10 on the EPA's list of Top 30 College & University Green Power Partners and the top 100 organizations nationally.

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- Founded and oversee the Campus Sustainability Fund, which provides over \$600,000 annually in catalyst funding to sustainability initiatives that build a more sustainable, equitable, and resilient future for the University and Tucson communities. Integrated best practices common in philanthropic organizations for donor reporting to track impact on climate and sustainability metrics and continuously improve project outcomes.
- Oversee the UArizona Compost Cats program, which partners closely with the City of Tucson via a negotiated intergovernmental agreement to operate the largest pre- and post-consumer commercial compost facility in southern Arizona, diverting over 3 million pounds of compostable material from landfills each year. Directly responsible for monetizing a residential compostables drop-off program with over 600 active participants, including the development of market analyses, fee structures, payment systems and processes, Payment Card Industry (PCI) Data Security Standard (DSS) Compliance, and more. Earned the 2021 National Association of College & University Business Officer's Excellence in Sustainability Award.
- Established and provide ongoing technical support to the Utility Modification Revolving Fund, a \$1.25 million green revolving fund that provides internal capital for high-performance, energy-efficiency projects that reduce utility consumption and costs. Funded projects have resulted in an annual return on investment of 29.9% and will avoid nearly \$7.4 million in utility expenses.
- Lead an annual greenhouse gas inventory process, utilizing both Greenhouse Gas Protocol standards and the Sustainability Indicator Management & Analysis Platform (SIMAP).
- Lead the annual update of the University's Princeton Review, Guide to Green Colleges profile as well as the bi-annual update of the University's AASHE STARS profile (Association for the Advancement of Sustainability in Higher Education Sustainability Tracking, Assessment, & Rating System). Earned a spot in the 2024 Princeton Review Top 50 Green Colleges ranking.
- Manage the half-acre UArizona Community Garden which hosts 30+ tenants each semester and serves as a living laboratory and collaborative space for intersectional green learning, hands-on experience in sustainable practices, and community engagement.
- Served as the presidentially appointed operational and implementation liaison to the University Climate Change Coalition, coordinating climate action on campus and in partnership with the Tucson community and a network of 20+ Research 1 Universities across the United States, Canada, and Mexico.

Interim Program Manager, Compost Cats

December 2018 – July 2019

- Led the program through a \$50,000 projected budget shortfall to a \$15,000 budget surplus through creative partnerships, proficient account and program management, and increased product sales.
- Supervised 15 student employees and one part-time program assistant, providing critical transitional governance and program restructuring including operational site relocation, coordination with tribal entities, and intergovernmental agreement negotiation with the City of Tucson.
- Guided the program into full University compliance in all areas, including labor practices, cash handling and management, health and safety, and more.

Sustainability Program Manager, Office of Business Affairs

October 2017 – June 2018

- Supported the integration of sustainability principles across the Division of Business Affairs through collaborative programming and planning.
- Provided campus-wide outreach and partnership development, particularly with student groups and for all areas engaged with sustainability, to support novel thinking and to ensure effective communication.

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MEMBERSHIPS & SERVICE

- Tucson Young Professionals Advisory Committee, Member July 2023 – Present
- City of Tucson Environmental Services Advisory Committee, Vice Chair June 2022 – Present
- City of Tucson Mayoral Climate Action Advisory Council, Member April 2021 – Present
- Community Engaged Professionals Affinity Group June 2020 – Present
- Groundswell Capital Tucson Changemaker Grant Reviewer March 2024
- Tucson 2030 District (Non-Profit) Board of Directors, Board Member January 2019 – February 2020
- Agnese Nelms Haury Program Seed Grant Reviewer November 2018

PROFESSIONAL DEVELOPMENT & CERTIFICATIONS

- Academic Leadership Institute (ALI) August 2022 – April 2023
- Foundational Supervisor Skills Certificate August 2021