



Who We Are

American Campus Communities (ACC) is the nation's largest owner, manager and developer of high-quality student housing, with approximately 170 properties serving 132,000 residents. We have more than 2,400 dedicated team members working toward one goal: delivering the best possible experience for students. So we build communities that are specialized, inclusive and sustainable, with the resources students need to succeed personally, academically and professionally.

Our Mission

To consistently provide every resident with an environment conducive to healthy living, personal growth, academic achievement and professional success.

Our Values

1. Put students first.
2. Be passionate.
3. Surprise and delight.
4. Do the right thing.
5. Pursue growth.
6. Create team spirit.
7. Reward achievement.
8. Drive evolution.
9. Optimize.
10. Give back.



Plaza Verde II, University of California - Irvine
Irvine, CA

170
Properties

132K
Residents



2024 Highlights



Sustainability

ACC’s commitment to students includes protecting the future of their environment.

Emissions Reduction

Reduced GHG emissions by 15.6%, already exceeding our short-term goal – with a baseline year of 2022 – of decreasing GHGs from our owned portfolio by 15% by 2025.

Energy & Environmental Certifications

Continued with 49 projects that are LEED-certified or tracking LEED certification, including 21 projects certified LEED Platinum or Gold, and 11 registered LEED projects currently under construction.¹

¹ As of publication date.

For the Greener Good

Continued to expand our peer-to-peer resident sustainability-education campaign, primarily through engaging social media videos that reached more than 955,000 people.

Culture

We create environments where our residents, team members and communities thrive.

Mental Health Support

Helped grow the College Student Mental Wellness Advocacy Coalition to 26 members representing over 800,000 students nationwide, having co-founded the coalition in 2022 to unite student-housing providers in industry wide support of mental health.

CoreGiving

Contributed at food banks nationwide on our second annual CoreGiving Day, with almost 100 team members across the country volunteering their time and energy to help feed our neighbors in need.

Oversight

Our business is built on integrity.

Technology Roadmap

Continued to implement our three-year technology roadmap, including adapting generative AI-powered capabilities to add value to business practices through features like secure chat and document summarization.

Cybersecurity Enrichment

Continued to mature our cybersecurity program by investing heavily in improved, innovative and secure data-sharing technologies with company partners, and intensifying our focus on fostering a proactive security mindset at all levels of the company.

Compensation Structure

Continued to connect compensation with the achievement of shared company goals that drive sustainable shareholder value, as well as a bonus structure that incorporates corporate-responsibility priorities.



Industry Leadership

ACC is proud to be widely recognized for our exceptional culture, products and experience.

- 2024, 2023 & 2022 *Newsweek's* list of Most Trustworthy Companies in America
- 2024 *Fortune's* Best Workplaces in Texas
- 2024 Student Housing Business Innovator Award
- 2023 & 2022 Great Place to Work Certification™
- 2023 GlobeSt. Best Place to Work Award
- 2023 & 2022 *Fortune's* Best Workplaces in Real Estate

[Read more ↗](#)



“We believe in putting people first and doing the right thing – which means taking care of our team members, delivering an exceptional experience for our residents and partners, giving back to our communities and protecting our planet.”

**– Rob Palleschi,
Chief Executive Officer**





Vision & Goals

Our Vision

ACC creates healthy, sustainable environments with a sense of community and connection by giving back, investing in our team members and driving long-term value for all stakeholders.

Our Goals

Our goals help us drive measurable progress toward our vision. These goals reflect the strategic focus areas identified in our materiality assessment and are aligned with the U.N. Sustainable Development Goals. All quantitative goals are measured against a 2022 baseline.

	Goal	2024 Status
Sustainability	Design & Development	
	• Develop standard certification and post-occupancy process with a focus on our priorities	Created a post-occupancy process and a new green-certification policy
	• Study and develop comprehensive guidelines for waste, recycling and reuse at student housing communities	Continued to study best practices and identify opportunities, primarily during the development phase
	Resource Management	
	• Reduce greenhouse gas (GHG) emissions by 15% over three years	Decreased by 15.6% since 2022, and continuing to work toward further reduction
Culture	• Reduce water consumption by 10% over three years	Reduced by 1.4% since 2022; additional water conservations completed in 2024
	• Implement conservation measures to evaluate and reduce consumption of natural resources at ACC communities	Implemented \$7.1 million in large-scale conservation measures since 2022 (with 56% average ROI)
	• Continue For the Greener Good resident sustainability-education campaign to incorporate sustainable behavior and resource conservation into our residents’ daily living	Scaled the campaign to over 955,000 people through engaging, social media-driven initiatives from our communities
	• Expand team members’ participation in YourCause	Exceeded initial goal within the program’s first year; current YourCause participation is at 28%
Oversight	• Continue industry leadership with the Hi, How Are You Project and College Student Mental Wellness Advocacy Coalition	Partnered with HHAY to scale the Coalition to 26 student residential housing companies, publish the second-annual Thriving College Student Index Report and develop a national training program
	• Maintain annual reporting to university partners, ACC residents and team members with continued alignment to SASB framework	This is our fourth consecutive annual report to be published
	• Create a comprehensive data-tracking system to drive accountability and consistency across our portfolio	Enriched cybersecurity efforts following our three-year technology roadmap (launched in 2023) to intensify protection of all data



Strategic Focus Areas & Reporting

ACC is dedicated to developing initiatives that leverage our unique strengths as a student-housing leader to make a measurable impact. We develop initiatives based on our short- and long-term objectives, our materiality assessment, and industry best practices and standards.

Reporting Commitment

Thorough, transparent reporting keeps us on track toward our goals and accountable to our stakeholders. We report our progress annually using the Sustainability Accounting Standards Board (SASB) framework. We perform an annual greenhouse gas (GHG) inventory and continue to study our portfolio from a climate assessment perspective. We also collect and report information in the Global Real Estate Sustainability Benchmark (GRESB) format, which provides our stakeholders with an accurate measure of our portfolio's sustainability.

Material Issues

Building Design & Development

- Climate change adaptation and physical-risk analysis
- Building quality and safety

Resource Management

- Energy and greenhouse gas reduction
- Water conservation
- Waste reduction

Governance & Strategy

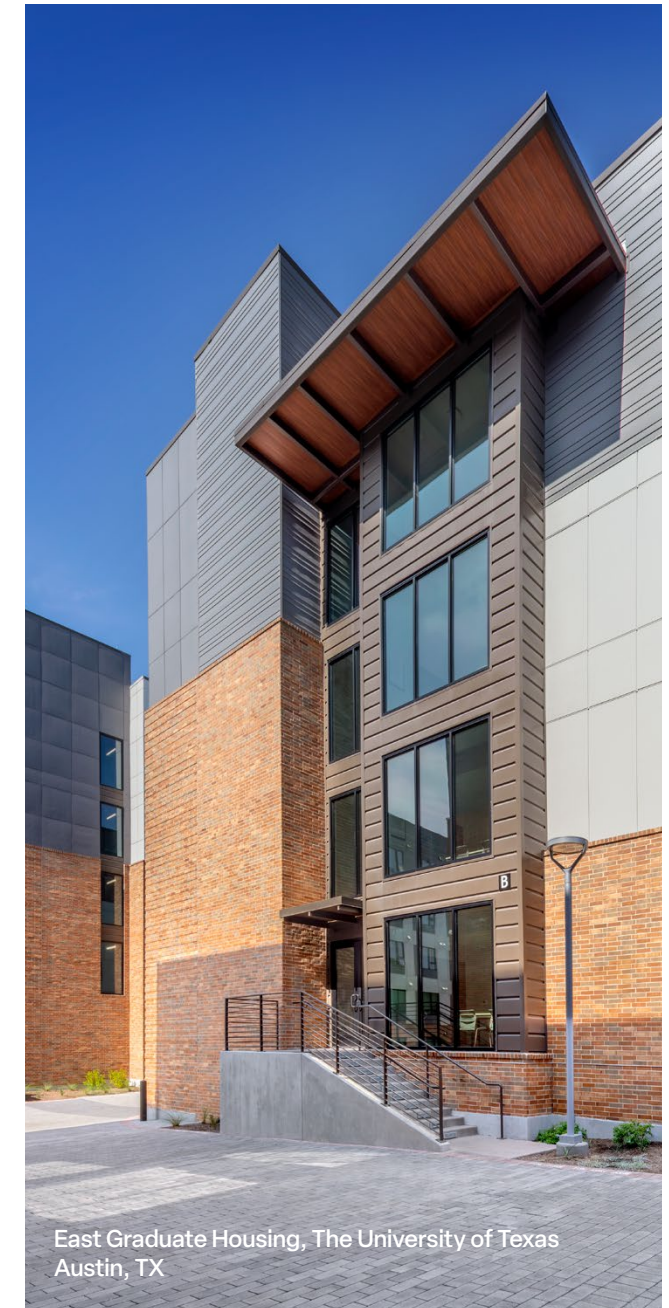
- Ethics and integrity
- Communication and reporting
- Governance structure and accountability
- Compliance and anti-corruption
- Leadership engagement
- Stakeholder engagement

Employees & Team Members

- Compensation and benefits
- Career development
- Diversity and inclusion
- Philanthropy and volunteering

Resident Engagement

- Diversity and inclusion
- Philanthropy and volunteering
- Career development



East Graduate Housing, The University of Texas
Austin, TX



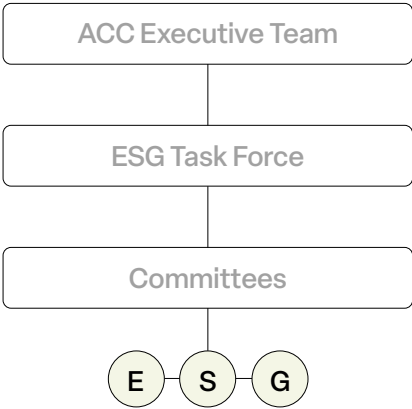
Company Organization

ACC’s commitment begins at the top of our organization with executive oversight of our policies and initiatives. Our ESG team collaborates on implementing new initiatives and reporting to our stakeholders. Additionally, we empower all our team members to implement our initiatives and pursue ideas for grassroots efforts.

“We invest a lot of energy and resources toward creating an exceptional team member experience. If we have great teams, then we’ll have happy residents and exceed the expectations of all of our stakeholders – from our universities to our ownership to our students and parents.”

– Brian Mayer, COO

Oversight of ESG Initiatives



ESG Team



Larry Greenberg
EVP, Business Operations



Gina Cowart
SVP, Brand & MarCom Strategy



John Sharpless
VP, Asset Management



Heather Laney
SVP, Procurement



Derek Elpers
Senior Director,
Asset Management



Message From Leadership

As the largest U.S. owner, manager and developer of high-quality student housing, ACC develops and operates communities, plain and simple. But that is just our starting point.

Our aim is to be not only the largest, but also the best at what we do. And that means so much more than developing and maintaining high-quality projects nationwide. It means using our resources in the most effective, efficient ways possible to set a standard for sustainability. It means staying at the leading edge of innovation to keep raising the bar. And it means creating vibrant communities for our student residents – communities that not only help keep them healthy and safe, but also foster an environment that prepares them to move on from college and create their own careers, their own families, and their own inspiring footprints in the world.

At ACC, we believe – especially in student housing – that we have a unique opportunity to make things better for the next generation, who will in turn go out into the world and impact further generations. We consider that our responsibility, and we take it very seriously.

That responsibility begins even before we develop housing or create communities for our students. It begins with our own company ethos and culture. When we establish a workplace where our teams can be their best selves both at work and at home, then they will be their best selves for our students. When we provide our team members with a compelling and dynamic employee experience, then we can excel at all the other ways that make us a best-in-class operator.

Anyone can hire a developer to build an apartment with thoughtful bedroom spaces and amenities for students. But not everyone can create the experience that the ACC teams in the field deliver, and that is our brand promise. It's not enough for us to just be profitable as a company. To be best-in-class, we also have to have happy, satisfied and successful student residents – which is exactly what our highly engaged and motivated teams are helping to foster, every day, all across the country.

As you'll see, all of the objectives, initiatives, projects and programs outlined in our 2024 Impact Update play key roles in us continuing to achieve our goals. At ACC, we embrace the concept of continuous improvement. We've seen great success in how we execute our business, and we have a long way to go as we continue to innovate, adapt and make spaces where students succeed. We are doing it, and this is how.

Brian Mayer

Chief Operating Officer



“To be best-in-class, we also have to have happy, satisfied and successful student residents – which is exactly what our highly engaged and motivated teams are helping to foster, every day, all across the country.”
