

Overall institutional sustainability strategy of the University of Würzburg

Measures and goals for the individual fields of action

Research (part 1)

	A	B	C	D	E	F	G	H	I	J		
	Field of action	Goal	Measures / secondary goals	Indicators Data-based indicators are highlighted in grey; currently there are set targets (at least presently). The indicators highlighted in white are qualitative indicators that are described and, if necessary, evaluated in the sustainability report.	Time horizon / status Achievement of measures / degree of fulfilment				Relevance (HV (Hochschulvertrag) = anchored in the university's sustainability agreement; contributions to the goals of biodiversity, ESD, climate and transformation are also emphasised)	Responsibility		
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4	Research	Strengthen research on the topic of sustainability / with application in terms of sustainability and encourage it both structurally and financially	Coordinate and network interdisciplinary research projects	Transformation experiments at WueLAB are carried out with PIs from each status group	ongoing	✓			HV	VP Sustainability		
5				100,000 in funds from the research fund that will be distributed annually	after HV by 2027	✓			HV	VP Sustainability		
6				Networking meetings, e.g. as part of the Sustainability Day	annually		✓				VP Sustainability	
7			Promote (subject-specific) research in the context of sustainability	Overview of the university's research created, published on the website and regularly updated	ongoing			✓		Biodiversity, climate, transformation	VP Sustainability	
8				Thematic breadth of publications in the context of sustainability (including interdisciplinary/transdisciplinary, including grey literature, games, films, etc.)	ongoing			✓		Biodiversity, climate, transformation	VP Sustainability	
9				Environmental Humanities doctoral class continued at the Graduate School of Earth Sciences	ongoing	✓					VP Junior Scientists	
10			Promote transformative research (research with the aim of social change in the sense of socio-ecological transformation)	Promote, encourage, and network transformative research projects (for instance, on Sustainability Day)	Thematic breadth of projects in transformative research with stakeholder involvement	ongoing			✓		Transformation	VP Research
11				Scientifically investigate possibilities for promoting CO2 sinks at university properties	Establish guidance on the promotion of CO2 sinks at university properties	2026				✓	Climate	VP Sustainability
12			Integrating practical knowledge from society into research, teaching and operations	Promote more transdisciplinary research projects	Prizes established for transdisciplinary research (two categories: junior and senior level)	2025				✓	Transformation	VP Research
13	Address conflicting goals in the area of tension between research and sustainability in the research process	Interdisciplinary exchange between the sustainability officers on conflicting objectives	Conflicting objectives included as an agenda item at the sustainability officers' meetings (at least once a year)	annually				✓		VP Sustainability		

Research (part 2)

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14	Research	Strengthen sustainability in the research process	Organise events in a resource- and climate-friendly way	Create guidelines for the resource- and climate-friendly organisation of events or select external guidelines	2025			✓	Climate	VP Sustainability
15			Promote sustainability in all working groups and laboratories in the form of resource efficiency, reduction of materials and consumption	Certified Green Labs at the university presented as examples of best practice and others will be encouraged to follow suit	annually from 2025			✓	Climate, transformation	VP Sustainability
16			Reduce fossil fuel consumption when travelling	Recommendations for future trips / create a checklist for trips	2025			✓	Climate, transformation	Chancellor VP Sustainability
17				Include train timetable instead of flight schedule s for travel	2025			✓	Climate, transformation	Chancellor VP Sustainability
18			Offer reflection on DFG (<i>German Research Foundation</i>) guidelines regarding sustainability in the research process	Consulting will be offered to employees	on request			✓	Climate, transformation	VP Sustainability
19		Promote a good scientific culture and acceptance of science in society	Promote open science: Ensure reproducibility of research data; pursue research data management; emphasise the importance of public availability of research methods and results	Strategy for Open Science developed at JMU	2026			✓		VP Innovation and Knowledge Transfer
20				Regular reporting via the open access publisher <i>Würzburg University Press</i>	annually	✓				VP Innovation and Knowledge Transfer
21			Promote good scientific practice and increase awareness of the topic	Reports from the Commission for Scientific Misconduct in the Senate	annually		✓			Senate Chairwoman
22				Number of training courses on good scientific practice at the Graduate Academy	annually		✓			VP Research
23		Promote scientific diversity and independent research and ensure academic freedom	Guidelines on academic freedom have been developed	2025	✓				VP Research	

Study and teaching (part 1)

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24	Study and teaching	Structural anchoring of sustainability in studies and teaching	Further and more deeply embed education for sustainable development (ESD) as a cross-sectional task in studies and teaching	Sustainability is enshrined as a cross-sectional task of academic education. Sustainability is taught in the quality objectives as part of the teaching mission statement and the teaching strategy	by 2025			✓	ESD	VP Study & Teaching VP Sustainability
25				Quality objectives of the faculties are further developed with regard to aspects of education for sustainable development as a cross-sectional task	2026			✓	ESD	VP Study & Teaching VP Sustainability
26				Qualification objectives for significant changes or (re-) accreditations of all degree programmes are further developed with regard to aspects of education for sustainable development	began in 2024, ongoing			✓	ESD	VP Study & Teaching VP Sustainability
27				Action measures to strengthen ESD are defined within each faculty in faculty-specific target agreements	by 2025	✓			HV, ESD	VP Study & Teaching VP Sustainability
28			Develop and offer study programmes and modules with a focus on sustainability	Number of degree programmes with a significant focus on a sustainability topic	annually		✓		ESD	VP Study & Teaching
29				Number of degree programmes with at least one module on sustainable development or education for sustainable development	annually		✓		ESD	VP Study & Teaching
30				English-language degree programmes with a focus on sustainability, in particular within the framework of CHARM-EU, will be offered	ongoing		✓		ESD	VP International
31			Expand lecturers' competences in the area of ESD	University didactic subject certificate 'Higher Education for Sustainable Development' introduced and regularly offered	from 2024	✓			HV, ESD	VP Sustainability
32				Number of 'Higher Education for Sustainable Development' didactic certificates issued	annually		✓		ESD	VP Sustainability
33			Strengthen cross-faculty networking of existing ESD activities	Number of participating faculties and central academic institutions	annually	✓			HV, ESD	VP Sustainability
34				Number of ESD networking activities	twice a year	✓			HV, ESD	VP Sustainability
35			Intensify exchange with other universities on ESD	Regular participation in the Bavarian Sustainability Network's work group	ongoing			✓	HV	VP Sustainability

Study and teaching (part 2)

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36	Study and teaching	Cross-faculty discourses on sustainability topics	Offer interdisciplinary courses on sustainability	Lecture series 'Sustainability & Global Responsibility' is offered	every winter semester	✓			ESD	VP Sustainability
37				Virtual course offering an introduction to the topic of sustainable development for students of all subjects, also designed and offered in English	from 2025			✓		HV, ESD
38		Offer additional qualification opportunities on the topic of sustainability and on sustainability-relevant design and key competences	Introduce certificate/course programme for students of all subjects for 'Digital skills and sustainability'	Number of GSiK (<i>Global Systems and Intercultural Competency</i>) certificates issued	annually		✓		ESD	VP Sustainability VP Study & Teaching
39				Number of 'Education, Ecology and Sustainability' (BDeN) certificates issued	annually		✓		ESD	VP Study & Teaching
40				Number of 'Professional Skills Profile' certificates issued	annually		✓		ESD	VP Sustainability
41				Number of courses with a main focus on sustainability topics or sustainability-related design competences	annually		✓		ESD	VP Sustainability
42		Subject-specific implementation of teaching various sustainability topics	Promote education for sustainable development in as many degree programmes as possible	Number of theses with a main focus on sustainability topics or sustainability-related design competences	annually		✓		ESD	VP Sustainability
43				Catalogue of criteria developed to measure the number of sustainability-related courses and sustainability-related design skills	from 2024		✓		ESD	VP Sustainability VP Study & Teaching
44				A List of all sustainability-related courses is being compiled	ongoing from WS 24/25		✓		ESD	VP Sustainability VP Study & Teaching
45										

Study and teaching (part 3)

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46	Study and teaching	Improved conditions for students in terms of social sustainability	Support students with children	The CampusStudiKids programme is already up and running	ongoing	✓				Chancellor	
47			Reduce discrimination against students based on specific characteristics (LGBTQIA*, religion, ethnicity, etc.) and establish a contact point for students who have faced discrimination	Public relations work (e.g. hoisting the LGBTQIA* flag) and events to raise awareness	ongoing	✓	✓			VP Equal Opportunities	
48				Procedural principles adopted for dealing with potential cases of discrimination	2025	✓				VP Equal Opportunities	
49				Appointment of an international mentor	ongoing	✓				President	
50				Promoting the integration of international students in the university, city and region	Offer networking and integration events such as the International Evening, International Coffee Hour, etc.	annually?	✓			VP International	
51					Publish best practice examples of buddy programmes in the faculties	annually		✓		VP International	
52				Train teachers in dealing with students with mental illnesses	Further training is offered to all university employees	twice a year	✓			HV	VP Equal Opportunities
53				Supporting students with disabilities or chronic illnesses	Contact and information centre for students with disabilities and chronic illnesses	ongoing since 2008	✓				Chancellor
54					Report prepared on the further development of the 'Promotion inclusive' project	2025		✓		HV	Chancellor VP Equal Opportunities
55				Identify suitable programmes for students from different socio-cultural or socio-economic backgrounds	Qualitative and quantitative surveys conducted and analysed	2024	✓				VP Equal Opportunities

Governance (part 1)

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56	Governance	Embedding sustainability in the structures of the entire university in a Whole Institution Approach	Structurally embed responsibilities for sustainability in academic self-administration	Sustainability anchored in the Executive Committee through the Vice-Chairmanship with the Sustainability Department	ongoing since 2021	✓				President		
57				Meetings of the Sustainability Commission take place at least once per semester	ongoing	✓				VP Sustainability		
58				Sustainability officers established in all the various faculties	from 2024			✓		President VP Sustainability		
59			Set targets for sustainable development and promote monitoring and public reporting on the university's sustainability progress	Overall institutional sustainability strategy published	2024	✓				HV	VP Sustainability	
60				Monitoring of the sustainability strategy is carried out	ongoing	✓				HV	VP Sustainability	
61				Core data set on sustainability is compiled and updated annually	from 2025			✓			Chancellor VP Sustainability	
62				Annual oral report on the status of implementation of the sustainability strategy (incl. GHG accounting and reduction path) to the Sustainability Commission and the UL	annually from 2025			✓			HV	VP Sustainability Chancellor
63				Regular publication of a comprehensive sustainability report with key figures (including data from GHG accounting and reduction pathway)	every two years from the end of 2025			✓			HV	VP Sustainability Chancellor
64				Establishment of the WueLAB sustainability laboratory as a central scientific institution and platform for sustainability topics	Number of ongoing transformation experiments	annually since 2022			✓			Transformation
65			Structurally anchoring responsibilities for operational sustainability	Contact point for operational sustainability issues established	ongoing since 2020	✓						Chancellor
66				Energy management anchored in personnel	ongoing since 2023	✓						Chancellor
67			Enable low-threshold contact options for concerns and suggestions regarding operational sustainability	Digital solutions will be determined and implemented if necessary	2025				✓			Chancellor VP Sustainability
68			Offer sustainability as a topic of discussion in the annual meetings	Guidelines for the annual appraisal interviews and the forms for the interview notes will be revised	2024				✓		Transformation	Chancellor VP Sustainability

Governance (part 2)

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69	Governance	Good and responsible management of the university	Develop a mission statement for good leadership and establish a corresponding culture	Anti-corruption officer appointed	ongoing	✓				Chancellor	
70				Institutionalised conflict management is in place	ongoing since 2015	✓				Chancellor	
71				Management guidelines for the administration are available	ongoing	✓				Chancellor	
72				Management guidelines developed for the scientific field	2026			✓		President	
73				Annual meetings are held in the administration	ongoing			✓		Transformation	Chancellor
74				Annual meetings are held in the scientific field	ongoing				✓	Transformation	President
75			Curbing abuses of power and cases of sexual harassment and violence		A voluntary commitment / code of conduct on the subject of abuse of power has been drawn up	2024	✓				President
76					Contact point established for cases of sexual harassment and violence	ongoing from 2024	✓				VP Equal Opportunities
77					Procedural principles adopted for dealing with cases of sexual harassment and violence	2024			✓		
78			Further developing a healthy university		The University Health Day is organised annually	annually	✓				Chancellor
79					Students are integrated into the structures of the healthy university	2026	✓				Chancellor
80			Promoting the compatibility of work / study and family (planning)		The university undergoes the family-friendly university audit	ongoing	✓				Chancellor

Governance (part 3)

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81	Governance	Ensure equality, equal opportunities and inclusion	Continue measures to promote diversity	Diversity concept is available	2023-2028; new beginning in 2028	✓				VP Equal Opportunities
82				Diversity certificate (Diversity Audit by the Stifterverband) and re-certification carried out	2024-27; subsequent re-certification	✓			HV	VP Equal Opportunities
83				Anti-discrimination contact point established	ongoing from 2024	✓				VP Equal Opportunities
84			Continue measures to promote equality between women and men	Gender equality monitoring, gender data report created	annually	✓				VP Equal Opportunities Chancellor
85				Proportion of women in the University Council, Senate, University Executive Board, Extended University Executive Board, Convention of Academic Staff and Doctoral Candidates and Student Speakers' Council	annually with reference date 1.12.	✓	✓			VP Equal Opportunities Chancellor
86				Proportion of female professors (without W1)	annually with reference date 1.12.	✓			HV	VP Equal Opportunities Chancellor
87				Target agreement between university management and faculties on equal opportunities concluded	new from 2027	✓			HV	VP Equal Opportunities
88				Appointment guidelines revised and published	in 2024	✓			HV	President
89				Gender equality concept for studies, teaching, research and academic self-administration is made available	new beginning in 2026	✓				VP Equal Opportunities
90				Gender equality concept for academic support staff is available	new from 2024	✓				Chancellor VP Equal Opportunities
91			Promoting inclusion and increasing accessibility	Guide to digital accessibility created	2025	✓			HV	VP Equal Opportunities
92				Training courses on digital accessibility organised	annually	✓			HV	VP Equal Opportunities
93				Quota on severely disabled employees	annually	✓			HV	Chancellor

Governance (part 4)

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94	Governance	Strengthen sustainable personnel policy	Professionalise managers in the recruitment of highly qualified personnel	Personnel development steering group implemented	from 2024	✓			HV	President Chancellor VP Young Scientists
95				Guide to personnel recruitment created	2025	✓			HV	Chancellor VP Young Scientists
96				Further training events on personnel recruitment for managers are offered	ongoing from 2025	✓			HV	Chancellor VP Young Scientists
97			Ensuring stability and consistency in the work of university institutions, promoting the transfer of knowledge and increasing the attractiveness of the university as an employer	Proportion of fixed-term employment contracts without objective reasons among research support staff	annually	✓			HV	Chancellor
98				Term and scope of employment for initial fixed-term employment contracts under the WissZeitVG (<i>academic staff fixed-term contract rules</i>)	annually	✓			HV	President Chancellor
99				Ratio of qualification time limits to third-party funding time limits	annually	✓			HV	President Chancellor
100		Sensitise university members to the relevance of sustainable development	Strengthen communication on the topic of sustainability across the university	Central sustainability homepage updated every six months	semiannually			✓		President VP Sustainability
101				Strategy developed for internal communication on sustainability topics	2025			✓		President VP Sustainability
102			Recognising sustainable action at the university	Albrecht Fürst zu Castell-Castell Prize for sustainable action at the University of Würzburg is awarded	annually	✓				VP Sustainability
103		Strengthen academic self-administration	Maintain transparency of decisions made by the Senate and the EUL	University public excerpts of the Senate and EUL meetings will be created	ongoing	✓			Transformation	President Chancellor
104	Emphasise the relevance of university elections and the importance of the committees		Models presented with varying digital formats (e.g. Pageflow, einBLICK series)	annually			✓	Transformation	President Chancellor	

Operation (part 1)

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105		Reduce GHG emissions and achieve climate neutrality	Balancing and monitoring university-wide GHG emissions	University-specific balance sheet on the greenhouse gas emissions of the previous year published in accordance with the BayCalc tool, i.e. in particular in accordance with the Greenhouse Gas Protocol	June 2025, annually	✓			HV, Climate	Chancellor
106			Development, creation and implementation of reduction paths	Reduction path based on the GHG balance (short, medium and long-term path) created	June 2025	✓			HV, Climate	Chancellor
107	Operation	Reduce energy consumption, increase energy efficiency and increase the proportion of self-generated renewable energy	Reduce electrical energy consumption	Average electricity consumption per m ² (net room area NRF)	annually		✓		Climate	Chancellor
108				Guideline drawn up for saving on appliances	2025		✓		Climate	Chancellor
109				Commitment to green IT as part of the Bavarian Digital Network	ongoing since 2023		✓		Climate	Chancellor
110			Reduce heat consumption	Total energy consumption (thermal) per m ² (net room area NRF)	annually		✓		Climate	Chancellor
111				Concept for the increased utilisation of waste heat	2026		✓		Climate	Chancellor
112			Reduce cooling consumption in technical systems	Review of cold production methods	annually			✓	Climate	Chancellor
113			Reduce the proportion of energy from fossil fuels	100% of electricity is sourced from renewable energy sources	ongoing		✓		Climate	Chancellor
114				Examination of the use of hybrid or alternative types of energy in addition to district heating, especially at Hubland	2026			✓	Climate	Chancellor
115				Determination and evaluation of possible local heating networks (e.g. at Wittelsbacher Platz), especially in co-operation with other public authorities	2027			✓	Climate	Chancellor
116				All JMU roofs to be fitted with photovoltaic systems within the scope of technical and legal possibilities, taking into account biodiversity issues and a profitability analysis	Electrical output of the installed PV roof systems (theoretical output in kWp)	annually		✓		Climate
117	Construction of a ground-mounted PV system	Concept created for ecologically valuable land use (biodiversity) under and next to the ground-mounted PV system	2024		✓		Climate	Chancellor		
118		Electrical output from ground-mounted PV systems (theoretical output in kWp)	from start of operation			✓	Climate	Chancellor		

Operation (part 2)

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119	Operation	Conserve resources	Anchoring sustainability in procurement	Internal guideline issued by the university management	2024		✓			Chancellor	
120				Updated list of products and devices with sustainability-related certifications and seals	annually		✓			Chancellor	
121			Reduce material consumption (also by means of 'repair and reuse' and digitalisation)	Participation in the paper atlas	annually	✓				Chancellor	
122				Paper consumption	annually		✓			Chancellor	
123				Number of order transactions in the digital chemicals exchange	annually		✓			Faculty Management Faculty of Chemistry and Pharmacy	
124				Number of different devices available in the media technology lending centre	annually		✓			Chancellor	
125				Number of different devices used/loaned in the media technology lending centre	annually		✓			Chancellor	
126				Number of paper towels purchased	annually		✓			Chancellor	
127			Reduce fresh water consumption	Water and wastewater balance	annually		✓			Chancellor	
128				Water management concept for Hubland campus (incl. irrigation concept - rainwater) available	available, continuous monitoring		✓			Chancellor	
129			Further development and implementation of waste separation, promotion of recycling and waste avoidance	Waste balance: waste volumes by type of waste	annually		✓			Chancellor	
130				Planning measures for sustainable behaviour in waste disposal, including in the lecture hall buildings	2025			✓	Transformation	Chancellor, VP Sustainability	
131				Sustainable disposal concept for hardware created via certified providers	2025			✓		Chancellor	
132			Implementing sustainability aspects in the renovation and construction of buildings	Area of green roofs	annually		✓			Biodiversity	Chancellor
133				Presentation of the energy standards of the buildings	annually			✓		Climate	Chancellor

Operation (part 3)

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3											
134	Operation	Promoting sustainable, climate-friendly mobility	Creating a concept for sustainable mobility for the Hubland North Campus	Cross-status group and participatory discussion offered as part of sustainability plan	2025			✓	Climate, Transformation	Chancellor, VP Sustainability	
135			Increase public transport use by university members	Number of DB Job tickets and WVV mobile company season tickets purchased for employees	annually		✓		Climate	Chancellor	
136			Encourage carpooling	CO2 savings through carpooling arranged via the uRyde mobility app	annually	✓			Climate	Chancellor	
137			Increase the use of electric vehicles and raise awareness of the existing charging infrastructure	Utilisation of the existing e-charging stations on campus	annually			✓	Climate	Chancellor	
138				Utilisation of the existing e-charging stations on campus	annually			✓	Climate	Chancellor	
139				Share of electric service vehicles in the entire fleet (passenger cars)	annually		✓		Climate	Chancellor	
140			Promote cycling	Framework agreement concluded for university service bicycles	2024			✓	Climate	Chancellor	
141				Number of bicycle parking spaces (covered and uncovered)	annually		✓		Climate	Chancellor	
142			Design of the campus site in terms of social sustainability and climate change adaptation	Design the campus as a space for social interaction and is based on the needs of university members, while also keeping climate change in mind	Overview of newly created meeting places on the campus	annually			✓	Transformation	Chancellor
143					Area of vertically greened (building) surfaces	annually		✓			Chancellor

Operation (part 4)

	A	B	C	D	E	F	G	H	I	J	
1					Time horizon / status Achievement of measures / degree of fulfilment				Relevance (HV (Hochschulvertrag) = anchored in the university's sustainability agreement; contributions to the goals of biodiversity, ESD, climate and transformation are also emphasised)	Responsibility	
2	Field of action	Goal	Measures / secondary goals	Indicators Data-based indicators are highlighted in grey; currently there are set targets (at least presently). The indicators highlighted in white are qualitative indicators that are described and, if necessary, evaluated in the sustainability report.	Time horizon / cycle	Process already set up / measure is already running or has already been decided	Already being done, but will be intensified as a part of the focus of this strategy / data for indicator must be collected	New for JMLJ / further development will be anchored in this strategy			
3											
144	Operation	Integration of biodiversity, nature conservation and animal welfare into the further development of campus areas	Record, monitor and further develop ecologically valuable and renaturalised green spaces and biotopes	Number of biotopes in the context of new meeting places on the campus grounds	annually		✓		Biodiversity	Chancellor VP Sustainability	
145				Scientific study and evaluation of biodiversity on the university's mowing areas will be carried out	(since 2021) 2024/2025		✓		Biodiversity	VP Sustainability	
146			Promote the greening of the campus grounds, in particular the planting, maintenance and irrigation of trees, shrubs and hedges to promote soil quality and biodiversity	Number of trees	annually		✓		Biodiversity, Climate	Chancellor	
147				Soil monitoring carried out at, at least, five locations	annually		✓		Climate	VP Sustainability	
148			Increase the visibility of biodiversity on campus	Website articles/ press releases/ social media reports/ annual report published in einBLICK		annually		✓		Biodiversity	VP Sustainability
149					Completion (via extension to North Campus) and maintenance of the biodiversity trail + high-profile opening	2025	✓	✓		Biodiversity	VP Sustainability
150			Installation of bat boxes, bird nesting boxes, insect nesting aids, etc.	Number of newly installed nesting boxes for birds, bats and insects	annually		✓		Biodiversity	Chancellor, VP Sustainability	
151			Apply the 3R principle to animal experiments	Animal welfare report on animal experiments submitted to the university management	every two years		✓			VP Research	
152			Forward-looking planning and design of Hubland Nord	Consideration of the sub-aspects of mobility, biodiversity, energy, climate protection and social sustainability in the revision of the masterplan for Hubland Nord	Guidelines for sustainable campus design created as part of the 'Socio-ecological Campus' transformation experiment	2025	✓			Transformation	VP Sustainability
153					Draft of the revised master plan discussed across the various status groups	2026			✓	Biodiversity, Climate, Transformation	Chancellor, VP Sustainability

Operation (part 5)

	A	B	C	D	E	F	G	H	I	J	
1					Time horizon / status Achievement of measures / degree of fulfilment				Relevance (HV (Hochschulvertrag) = anchored in the university's sustainability agreement; contributions to the goals of biodiversity, ESD, climate and transformation are also emphasised)	Responsibility	
2	Field of action	Goal	Measures / secondary goals	Indicators Data-based indicators are highlighted in grey; currently there are set targets (at least presently). The indicators highlighted in white are qualitative indicators that are described and, if necessary, evaluated in the sustainability report.	Time horizon / cycle	Process already set up / measure is already running or has already been decided	Already being done, but will be intensified as a part of the focus of this strategy / data for indicator must be collected	New for JMU / further development will be anchored in this strategy			
3											
154	Operation	Forward-looking development of the Sailershausen university forestry operation: biodiversity, soil protection, water management	Increasing soil quality and building up organic matter	Soil monitoring carried out	annually	✓				Chancellor, VP Sustainability	
155			Monitoring biodiversity in the university forest	Survey of a biodiversity index	annually	✓			Biodiversity	Chancellor, VP Sustainability	
156			Increasing the water retention capacity	Concept for the creation of new water retention basin infrastructure (retention basins, wetland biotopes, cut-offs, etc.) created	2025				✓		Chancellor, VP Sustainability
157			Sustainable management of the Sailershausen university forest	Compliance with sustainable cutting rate	ongoing	✓					Chancellor
158				Proportion of climate-resilient tree species	2025	✓					Chancellor
159				Areas with natural forest development [in ha]	annually			✓			Chancellor
160				Habitat trees per hectare	2025			✓			Chancellor
161					Solid cubic metres of thicker deadwood per hectare	2025			✓		Chancellor

Student commitment

	A	B	C	D	E	F	G	H	I	J
1					Time horizon / status Achievement of measures / degree of fulfilment				Relevance (HV (Hochschulvertrag) = anchored in the university's sustainability agreement; contributions to the goals of biodiversity, ESD, climate and transformation are also emphasised)	Responsibility
2	Field of action	Goal	Measures / secondary goals	Indicators Data-based indicators are highlighted in grey; currently there are set targets (at least presently). The indicators highlighted in white are qualitative indicators that are described and, if necessary, evaluated in the sustainability report.	Time horizon / cycle	Process already set up / measure is already running or has already been decided	Already being done, but will be intensified as a part of the focus of this strategy / data for indicator must be collected	New for JMU / further development will be anchored in this strategy		
3										
162	Student commitment	Promoting student engagement and student initiatives on the topic of sustainability	Continue communication and transparent, independent discourse between science and/or administration and students on sustainability topics	Thematic breadth of discourse formats with students at WueLAB	annually		✓		Transformation	VP Sustainability
163			Annual exchange on the topics stated in the student sustainability letter from 2022	annually	✓			Climate, Transformation	VP Sustainability	
164			Promoting student projects at WueLAB	Concept created for student engagement at WueLAB	2024	✓			VP Sustainability	
165			Number of student transformation experiments and projects at WueLAB	annually	✓	✓		HV	VP Sustainability	
166			Continuing to support self-organised teaching	Number of cultivated beds in the CampusGarden	annually		✓		Biodiversity, ESD, Transformation	VP Sustainability
167			Local contributions to the Public Climate School coordinated every winter semester	once a year, in the winter semester	✓			ESD, Climate	VP Sustainability	
168		Promote and ensure student co-determination and participation in the further development of the university	Promote constructive dialogue between university management and student representatives	Monthly meetings are held between the university management and student representatives	ongoing	✓			Chancellor, SG (Student Government)	
169		Promote constructive dialogue between faculty and institute management and student representatives	Meetings between faculty or institute management and student representatives are held at least once per semester	ongoing from 10/2024		✓		Faculty management		
170		Incentives and recognition for student commitment	Create opportunities to recognise student participation in university committees	Possibility of recognising student participation in university committees will be established within the curriculum	annually - from 2025?			✓	ESD	VP Study & Teaching
171		Information on study time extensions published on the website of the Student Administration Office	ongoing from 2024			✓		ESD	VP Study & Teaching	
172	Expand space for student ideas, joint activities and exchange	Provide budget and premises, in particular construction and furnishing of the new 'Students' House' building	New Students' House opened	2024	✓			Chancellor		

Exchange with society and transfer (part 1)

	A	B	C	D	E	F	G	H	I	J
1					Time horizon / status Achievement of measures / degree of fulfilment				Relevance (HV (Hochschulvertrag) = anchored in the university's sustainability agreement; contributions to the goals of biodiversity, ESD, climate and transformation are also emphasised)	Responsibility
2	Field of action	Goal	Measures / secondary goals	Indicators Data-based indicators are highlighted in grey; currently there are set targets (at least presently). The indicators highlighted in white are qualitative indicators that are described and, if necessary, evaluated in the sustainability report.	Time horizon / cycle	Process already set up / measure is already running or has already been decided	Already being done, but will be intensified as a part of the focus of this strategy / data for indicator must be collected	New for JMU / further development will be anchored in this strategy		
3										
173	Exchange with society and transfer	Providing impetus for a socio-ecological transformation in society	Intensify scientific dialogue with the city and region on sustainability issues	Regular popular science reports on projects from research and teaching with links to the central sustainability websites	ongoing		✓		Transformation	VP Sustainability
174			Effectively organising communication and public relations (announcement, information)	Strategic concept for science communication	2024	✓			HV	President
175			Raising awareness of sustainability-related issues in society	Educational events for the (urban) public in the form of lecture series, Public Climate School etc. will be offered	ongoing	✓	✓		Transformation	VP Sustainability
176			Educational programmes with a sustainability focus for schools	Number of school classes supervised in events organised by the TeachingLearningGarden and the TeachingLearningLaboratory	annually		✓		Transformation, ESD	VP Sustainability
177			Further education programmes with a sustainability focus for teachers at all types of schools	Number of teachers attending events at the LehrLernGarten and the MIND! centre	annually		✓		Transformation, ESD	VP Sustainability
178				Breadth of teacher training in the field of ESD	from 2024		✓		Transformation, ESD	VP Sustainability
179			Offer alumni events on topics of socio-ecological transformation	Wide range of alumni events on socio-ecological topics	from 2024		✓		Transformation	VP Alumni
180			Visibility and communication of subject-specific and interdisciplinary/transdisciplinary research. Increase research on the topic of sustainability / with application in terms of sustainability	Research on sustainability aspects/SDGs in the individual faculties is presented	ongoing			✓	Transformation, ESD	VP Sustainability
181				Transformation experiments at WueLAB are presented on university websites	ongoing	✓			Transformation	VP Sustainability

Exchange with society and transfer (part 2)

	A	B	C	D	E	F	G	H	I	J	
1					Time horizon / status Achievement of measures / degree of fulfilment				Relevance (HV (Hochschulvertrag) = anchored in the university's sustainability agreement; contributions to the goals of biodiversity, ESD, climate and transformation are also emphasised)	Responsibility	
2	Field of action	Goal	Measures / secondary goals	Indicators Data-based indicators are highlighted in grey; currently there are set targets (at least presently). The indicators highlighted in white are qualitative indicators that are described and, if necessary, evaluated in the sustainability report.	Time horizon / cycle	Process already set up / measure is already running or has already been decided	Already being done, but will be intensified as a part of the focus of this strategy / data for indicator must be collected	New for JMU / further development will be anchored in this strategy			
3											
182	Exchange with society and transfer	Promote entrepreneurship with a focus on sustainability and gender equality	Promoting start-ups in the context of ecological sustainability	Thematic breadth of spin-offs from the university that aim to promote environmental sustainability	annually		✓		Climate, Biodiversity	VP Innovation	
183			Promote the visibility of and further training in social entrepreneurship	Number of instructors for social entrepreneurial action who have been trained by Teachers as Changemakers	annually until the end of the funding phase		✓		Transformation	VP Innovation	
184				Social Innovators Challenge carried out	annually	✓			Transformation	VP Innovation	
185				Showing female academics from STEM subjects the start-up potential of their research	Number of participants in the Women.MI*N*T.Gründungsgeist initiative [<i>Founding Spirit Initiative</i>]	annually until the end of the funding phase		✓			VP Innovation
186		Alleviate the shortage of academic specialists, particularly in the context of sustainable development	Leading more students to successfully complete their studies	Career fields and perspectives in the context of sustainable development at informational events on the various fields of study	ongoing			✓			VP Study & Teaching
187				One job fair organised annually	annually			✓			VP Study & Teaching Chancellor
188				Number of students who have successfully completed their studies	annually			✓			VP Innovation VP Study & Teaching
189		Attracting more pupils to study a STEM subject		Analysing the conditions for success under which pupils become interested in a STEM subject	2028	✓			HV	VP Innovation	
190				Number of participants in the STEM summer schools	annually		✓			VP Innovation VP Study & Teaching	
191				Number of students in their first semester in STEM subjects	annually		✓			HV VP Innovation VP Study & Teaching	
192	Networking with other institutions and initiatives on sustainability topics	Actively shaping membership/cooperation in local, regional, national and international networks	Membership in the Green Network	from 2024			✓		VP Sustainability		
193			Collaboration with groups responsible for the Mainfranken region	ongoing	✓				VP Sustainability		
194			Membership in BayZeN	ongoing	✓				HV VP Sustainability		
195			Membership in HOCH-N (<i>Sustainability of institutions of higher learning organisation</i>)	from 2024			✓		VP Sustainability		
196			Participation in CHARIM-EU networking meetings	regularly			✓		VP Sustainability, VP International		