



# Overall institutional sustainability strategy of the University of Würzburg

## Measures and goals for the individual fields of action



### Research / 1

	A	B	C	D	E	F	G	H	I	J		
	Field of Action	Goals	Measures / sub-goals	Indicators Data-based indicators are highlighted in grey; currently there are no set targets are set (at least at present). The indicators highlighted in white are qualitative indicators that are described and, if necessary, evaluated in the sustainability report.	Time horizon / Achievement status 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		
					Time horizon / Cycle	Process has already been set up / Measure is already running or has already been decided	Already being done, but will be intensified as a part of the focus with of this strategy / data for indicator must be collected	New for the JMU / further development will be anchored in this strategy				
6	Research	Strengthen research on the topic of sustainability / with application in terms of sustainability and support 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		
7				€100,000 in funds from the research fund that will be distributed annually	after HV by 2027	✓			HV	VP Sustainability		
8				Networking meetings, e.g. as part of the Sustainability Day	annually		✓				VP Sustainability	
9			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	
10				Thematic breadth of publications in the context of sustainability (including interdisciplinary/transdisciplinary, including grey literature, games, films, etc.)	ongoing			✓		Biodiversity, climate, transformation	VP Sustainability	
11				Environmental Humanities doctoral class continued at the Graduate School of Earth Sciences	ongoing	✓					VP Junior Scientists	
12			Promote transformative research (research with the aim of societal 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
13				Scientifically investigate possibilities for promoting CO2 sinks at properties owned by the university	Establish guidance on the promotion of CO2 sinks at university properties	2026			✓		Climate	VP Sustainability
14			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
15			Address conflicting goals in areas of tension between research and sustainability within 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 / 2

	A	B	C	D	E	F	G	H	I	J
1					<b>Time horizon / Achievement status of measures / degree of fulfilment</b>				<b>Relevance</b> (HV (Hochschulvertrag) = anchored in the university's sustainability agreement; contributions to the goals of biodiversity, ESD, climate and transformation are also emphasised)	<b>Responsibility</b>
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3	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
16			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
17			Reduce fossil fuel consumption when travelling	Recommendations for future trips / create a checklist for trips	2025			✓	Climate, transformation	Chancellor VP Sustainability
18				Include train timetable instead of flight schedule for travel	2025			✓	Climate, transformation	Chancellor VP Sustainability
19			Offer thoughts on DFG (German Research Foundation) guidelines regarding sustainability in the research process	Consulting will be offered to employees	on request			✓	Climate, transformation	VP Sustainability
20			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			✓	
21		Regular reporting via the open access publisher <i>Würzburg University Press</i>			annually	✓				VP Innovation and Knowledge Transfer
22		Promote good scientific practices and increase awareness of the topic		Reports from the Commission for Scientific Misconduct in the Senate	annually			✓		Senate Chairwoman
23				Increase the number of training courses on good scientific practice at the Graduate Academy	annually			✓		VP Research
24		Promote scientific diversity and independent research and ensure academic freedom		Guidelines on academic freedom have been developed	2025			✓		VP Research
25										

# Studies and Teaching / 1

	A	B	C	D	E	F	G	H	I	J	
1											
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28	<b>Studies and teaching</b>	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	
29				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	
30				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	
31				Action measures to strengthen ESD are defined within each faculty in faculty-specific target agreements	by 2025	✓			HV, ESD	VP Study & Teaching VP Sustainability	
32			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
33				Number of degree programmes with at least one module on sustainable development or education for sustainable development	annually			✓		ESD	VP Study & Teaching
34				English-language degree programmes with a focus on sustainability, in particular within the framework of CHARM-EU, will be offered	ongoing			✓		ESD	VP International
35			Expand lecturers' competency in the area of ESD	University didactic subject certificate 'Higher Education for Sustainable Development' introduced and regularly offered	from 2024	✓				HV, ESD	VP Sustainability
36				Number of 'Higher Education for Sustainable Development' didactic certificates issued	annually			✓		ESD	VP Sustainability
37			Strengthen cross-faculty networking of ongoing ESD activities	Number of participating faculties and central academic institutions	annually			✓		HV, ESD	VP Sustainability
38				Number of ESD networking activities	twice a year	✓				HV, ESD	VP Sustainability
39			Intensify exchange with other universities on ESD	Regular participation in the Bavarian Sustainability Network's work group	ongoing				✓	HV	VP Sustainability

### Studies and Teaching / 2

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40	Studies 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	
41				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	VP Sustainability	
42			Offer additional qualification opportunities on the topic of sustainability and on sustainability-relevant design and key competencies	Introduce certificate/course programme for students of all subjects for 'Digital skills and sustainability'	annually			✓	ESD	VP Sustainability VP Study & Teaching	
43				Number of GSik ( <i>Global Systems and Intercultural Competency</i> ) certificates issued	annually			✓	ESD	VP Study & Teaching	
44				Number of 'Education, Ecology and Sustainability' (EOeN) certificates issued	annually			✓	ESD	VP Study & Teaching	
45				Number of 'Professional Skills Profile' certificates issued	annually			✓	ESD	VP Sustainability	
46		Subject-specific implementation of teaching on sustainability topics	Promote ESD in as many degree programs as possible	Number of courses with a main focus on sustainability topics or sustainability-related design competences	annually			✓	ESD	VP Sustainability	
47				Number of theses with a main focus on sustainability topics or sustainability-related design competences	annually			✓	ESD	VP Sustainability	
48				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
49				A List of all sustainability-related courses is being compiled	ongoing from WS 24/25				✓	ESD	VP Sustainability VP Study & Teaching

### Studies and Teaching / 3

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1												
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50	<b>Studies and teaching</b>	Improved conditions for students in terms of social sustainability	Support students with children	The CampusStudiKids programme is already up and running	ongoing	✓				Chancellor		
51			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. flying the LGBTQIA* flag) and events to raise awareness	ongoing	✓	✓			VP Equal Opportunities		
52				Procedural principles adopted for dealing with potential cases of discrimination	2025	✓				VP Equal Opportunities		
53				Promote the integration of international students in the university, city and region	Appointment of an international mentor	ongoing	✓			President		
54					Offer networking and integration events such as the International Evening, International Coffee Hour, etc.	annually?	✓			VP International		
55					Publish best practice examples of buddy programmes in the faculties	annually		✓		VP International		
56					Train teachers in dealing with students with mental illnesses	Further training is offered to all university employees	twice a year	✓		HV	VP Equal Opportunities	
57					Supporting students with disabilities or chronic illnesses	Contact and information centre for students with disabilities and chronic illnesses	ongoing since 2008	✓			Chancellor	
58						Report prepared on the further development of the 'Promotion inclusive' project	2025		✓		HV	Chancellor VP Equal Opportunities
59					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 / 1**

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62	<b>Governance</b>	Anchoring 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		
63				Meetings of the Sustainability Commission take place at least once per semester	ongoing	✓				VP Sustainability		
64				Sustainability officers established in all the various faculties	from 2024			✓		President VP Sustainability		
65			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	
66				Monitoring of the sustainability strategy is carried out	ongoing	✓				HV	VP Sustainability	
67				Core data set on sustainability is compiled and updated annually	from 2025			✓			Chancellor VP Sustainability	
68				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
69				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
70			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	VP Sustainability
71			Structurally anchoring responsibilities for operational sustainability	Contact point for operational sustainability issues established	ongoing since 2020	✓						Chancellor
72				Energy management anchored in personnel	ongoing since 2023	✓						Chancellor
73			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
74			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 / 2**

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75	<b>Governance</b>	Good and responsible management of the university	Develop a mission statement for good leadership and establish a corresponding work culture	Anti-corruption officer appointed	ongoing	✓				Chancellor	
76				Institutionalised conflict management is in place	ongoing since 2015	✓				Chancellor	
77				Management guidelines for the administration are available	ongoing	✓				Chancellor	
78				Management guidelines developed for the scientific field	2026			✓		President	
79				Annual meetings are held in the administration	ongoing		✓			Transformation Chancellor	
80				Annual meetings are held in the scientific field	ongoing			✓		Transformation President	
81			Curb 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
82					Contact point established for cases of sexual harassment and violence	ongoing from 2024	✓				VP Equal Opportunities
83					Procedural principles adopted for dealing with cases of sexual harassment and violence	2024		✓			Chancellor VP Equal Opportunities
84			Further developing a healthy university	The University Health Day is organised annually		annually	✓				Chancellor
85					Students are integrated into the structures of the healthy university	2026	✓				Chancellor
86			Promote the compatibility of work / study and family (planning)	The university undergoes the family-friendly university audit	ongoing	✓				Chancellor	

**Governance / 3**

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3	<b>Field of Action</b>	<b>Goals</b>	<b>Measures / sub-goals</b>	<b>Indicators</b> Data-based indicators are highlighted in grey; currently there are no set targets are set (at least at present). The indicators highlighted in white are qualitative indicators that are described and, if necessary, evaluated in the sustainability report.	<b>Time horizon / Cycle</b>	Process has already been set up / Measure is already running or has already been decided	Already being done, but will be intensified as a part of the focus with of this strategy / data for indicator must be collected	New for the JMU / further development will be anchored in this strategy		
87	<b>Governance</b>	Ensure equality, equal opportunities, inclusion	Continue measures to promote diversity	Diversity concept is available	2023-2028; new beginning in 2028	✓				VP Equal Opportunities
88				Diversity certificate (Diversity Audit by the Stifterverband) and re-certification carried out	2024-27; subsequent re-certification	✓			HV	VP Equal Opportunities
89				Anti-discrimination contact point established	ongoing from 2024	✓				VP Equal Opportunities
90			Continue measures to promote equality between women and men	Gender equality monitoring, gender data report created	annually	✓				VP Equal Opportunities Chancellor
91				Assess the 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
92				Proportion of female professors (without W1)	annually with reference date 1.12.	✓			HV	VP Equal Opportunities Chancellor
93				Target agreement between university management and faculties on equal opportunities concluded	new from 2027	✓			HV	VP Equal Opportunities
94				Appointment guidelines revised and published	in 2024	✓			HV	President
95				Gender equality concept for studies, teaching, research and academic self-administration is made available	new beginning in 2026	✓				VP Equal Opportunities
96				Gender equality concept for academic support staff is available	new from 2024	✓				Chancellor VP Equal Opportunities
97			Promote inclusion and increase accessibility	Guide to digital accessibility created	2025	✓			HV	VP Equal Opportunities
98				Training courses on digital accessibility organised	annually	✓			HV	VP Equal Opportunities
99				Quota on severely disabled employees	annually	✓			HV	Chancellor



**Governance / 4**

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100	Governance	Strengthen sustainable personnel policies	Professionalise managers in the recruitment of highly qualified personnel	Personnel development steering group implemented	from 2024	✓			HV	President Chancellor VP Young Scientists
101				Guide to personnel recruitment created	2025	✓			HV	Chancellor VP Young Scientists
102				Further training events on personnel recruitment for managers are offered	ongoing from 2025	✓			HV	Chancellor VP Young Scientists
103			Ensure 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
104				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
105				Ratio of qualification time limits to third-party funding time limits	annually	✓			HV	President Chancellor
106		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
107				Strategy developed for internal communication on sustainability topics	2025			✓		President VP Sustainability
108			Recognise and promote sustainable actions at the university	Albrecht Fürst zu Castell-Castell Prize for sustainable action at the University of Würzburg is awarded	annually	✓				VP Sustainability
109		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
110	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	

# Operations / 1

	A	B	C	D	E	F	G	H	I	J			
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113	<b>Operations</b>	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			
114			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			
115		Reduce electricity consumption		Average electricity consumption per m <sup>2</sup> (net room area NRF)	annually		✓		Climate	Chancellor			
116				Guideline drawn up for saving on appliances	2025		✓		Climate	Chancellor			
117				Commitment to green IT as part of the Bavarian Digital Network	ongoing since 2023		✓		Climate	Chancellor			
118		Reduce heat consumption		Total energy consumption (thermal) per m <sup>2</sup> (net room area NRF)	annually		✓		Climate	Chancellor			
119				Concept for the increased utilisation of waste heat	2026		✓		Climate	Chancellor			
120		Reduce cooling consumption in technical systems		Review of cold production methods	annually			✓	Climate	Chancellor			
121		Reduce energy consumption, increase energy efficiency and increase the proportion of self-generated renewable energy	Reduce the proportion of energy from fossil fuels		100% of electricity is sourced from renewable energy sources	ongoing	✓			Climate	Chancellor		
122					Examination of the use of hybrid or alternative types of energy in addition to district heating, especially at Hubland	2026			✓		Climate	Chancellor	
123					Determination and evaluation of possible local heating networks (e.g. at Wittelsbacher Platz), especially in co-operation with other public authorities	2027				✓		Climate	Chancellor
124					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	Chancellor
125		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		
126				Electrical output from ground-mounted PV systems (theoretical output in kWp)	From start of operation			✓		Climate	Chancellor		

### Operations/ 2

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

### Operations / 3

	A	B	C	D	E	F	G	H	I	J	
1					<b>Time horizon / Achievement status of measures / degree of fulfilment</b>						
2	<b>Field of Action</b>	<b>Goals</b>	<b>Measures / sub-goals</b>	<b>Indicators</b> Data-based indicators are highlighted in grey; currently there are no set targets are set (at least at present). The indicators highlighted in white are qualitative indicators that are described and, if necessary, evaluated in the sustainability report.	<b>Time horizon / Cycle</b>	Process has already been set up / Measure is already running or has already been decided	Already being done, but will be intensified as a part of the focus with of this strategy / data for indicator must be collected	New for the JMU / further development will be anchored in this strategy	<b>Relevance</b> (HV (Hochschulvertrag) = anchored in the university's sustainability agreement; contributions to the goals of biodiversity, ESD, climate and transformation are also emphasised)	<b>Responsibility</b>	
3											
142	<b>Operations</b>	Promoting sustainable, climate-friendly mobility	Create 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	
143			Increase public transport use by university members	Number of DB Job tickets and WVV mobile company season tickets purchased for employees	annually		✓		Climate	Chancellor	
144			Encourage carpooling	CO2 savings through carpooling arranged via the uRyde mobility app	annually	✓			Climate	Chancellor	
145			Increase the use of electric vehicles and raise awareness of the existing charging infrastructure at the university	Utilisation of the existing e-charging stations on campus	annually			✓	Climate	Chancellor	
146				Overview of charging infrastructure on the website that is kept up to date	annually			✓	Climate	Chancellor	
147					Share of electric service vehicles in the entire fleet (passenger cars)	annually		✓	Climate	Chancellor	
148			Promote cycling	Framework agreement concluded for university service bicycles	2024			✓	Climate	Chancellor	
149				Number of bicycle parking spaces (covered and uncovered)	annually		✓	Climate	Chancellor		
150			Design of the campus in terms of social sustainability and making adaptations due to climate change	Design the campus as a space for social interaction that 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
151					Area of vertically greened (building) surfaces	annually		✓	Climate	Chancellor	

## Operations / 4

	A	B	C	D	E	F	G	H	I	J	
1											
2	Field of Action	Goals	Measures / sub-goals	Indicators Data-based indicators are highlighted in grey; currently there are no set targets are set (at least at present). The indicators highlighted in white are qualitative indicators that are described and, if necessary, evaluated in the sustainability report.	Time horizon / Achievement status 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	
3					Time horizon / Cycle	Process has already been set up / Measure is already running or has already been decided	Already being done, but will be intensified as a part of the focus with of this strategy / data for indicator must be collected	New for the JMU / further development will be anchored in this strategy			
152	Operations	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	
153				Scientific study and evaluation of biodiversity on the university's mowing areas will be carried out	(since 2021) 2024/ 2025		✓		Biodiversity	VP Sustainability	
154			Promote the greening of the campus grounds, in particular the planting, maintenance and irrigation of trees, shrubs and hedges in order to promote soil quality and biodiversity	Number of trees	annually		✓		Biodiversity, Climate	Chancellor	
155				Soil monitoring carried out at, at least, five locations	annually		✓		Climate	VP Sustainability	
156			Increase the visibility of biodiversity on campus	Website articles/ press releases/ social media reports/ annual report published in einBLICK	annually		✓		Biodiversity	VP Sustainability	
157				Completion (via extension to North Campus) and maintenance of the biodiversity trail + high-profile opening	2025	✓	✓		Biodiversity	VP Sustainability	
158				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
159			Apply the 3R principle to animal experiments	Animal welfare report on animal experiments submitted to the university management	every two years		✓			VP Research	
160			Forward-looking planning and design of Hubland Nord	Consideration of the sub-goals 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
161					Draft of the revised master plan discussed across the various status groups	2026			✓	Biodiversity, Climate, Transformation	Chancellor, VP Sustainability

## Operations / 5

	A	B	C	D	E	F	G	H	I	J
1										
2					<b>Time horizon / Achievement status of measures / degree of fulfilment</b>				<b>Relevance</b> (HV (Hochschulvertrag) = anchored in the university's sustainability agreement; contributions to the goals of biodiversity, ESD, climate and transformation are also emphasised)	<b>Responsibility</b>
3	<b>Field of Action</b>	<b>Goals</b>	<b>Measures / sub-goals</b>	<b>Indicators</b> Data-based indicators are highlighted in grey; currently there are no set targets are set (at least at present). The indicators highlighted in white are qualitative indicators that are described and, if necessary, evaluated in the sustainability report.	<b>Time horizon / Cycle</b>	Process has already been set up / Measure is already running or has already been decided	Already being done, but will be intensified as a part of the focus with of this strategy / data for indicator must be collected	New for the JMU / further development will be anchored in this strategy		
162	<b>Betrieb</b>	Forward-looking development of the Sailershausen university forestry operation: biodiversity, soil protection, water management	Increase soil quality and allow the buildup of organic matter	Soil monitoring carried out	annually	✓				Chancellor
163			Monitoring biodiversity in the university forest	Survey of a biodiversity index	annually	✓			Biodiversity	Chancellor, VP Sustainability
164			Increasing 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
165			Sustainable management of the university's forest in Sailershausen	Compliance with sustainable cutting rate	ongoing	✓				Chancellor
166				Proportion of climate-resilient tree species	2025	✓				Chancellor
167				Areas with natural forest development [in ha]	annually			✓		Chancellor
168				Habitat trees per hectare	2025			✓		Chancellor
169				Solid cubic metres of thicker deadwood per hectare	2025			✓		Chancellor

# Student Commitment

	A	B	C	D	E	F	G	H	I	J	
1											
2	Field of Action	Goals	Measures / sub-goals	Indicators Data-based indicators are highlighted in grey; currently there are no set targets are set (at least at present). The indicators highlighted in white are qualitative indicators that are described and, if necessary, evaluated in the sustainability report.	Time horizon / Achievement status 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	
3					Time horizon / Cycle	Process has already been set up / Measure is already running or has already been decided	Already being done, but will be intensified as a part of the focus with this strategy / data for indicator must be collected	New for the JMU / further development will be anchored in this strategy			
172	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	
173				Annual exchange on the topics stated in the student sustainability letter from 2022	annually	✓			Climate, Transformation	VP Sustainability	
174				Promote student projects at WueLAB	Concept created for student engagement at WueLAB	2024	✓				VP Sustainability
175					Number of student transformation experiments and projects at WueLAB	annually	✓	✓		HV	VP Sustainability
176				Continue to support self-organised teaching	Number of cultivated beds in the CampusGarden	annually		✓		Biodiversity, ESD, Transformation	VP Sustainability
177				Local contributions to the Public Climate School coordinated every winter semester	once a year, in the winter semester		✓		ESD, Climate	VP Sustainability	
178		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	✓				Registrar, SSR	
179			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	
180		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	
181				Information on study time extensions published on the website of the Student Administration Office	ongoing from 2024		✓		ESD	VP Study & Teaching	
182	Expand spaces for student ideas, joint activities and exchange	Provide budget and premises, in particular construction and furnishings for the new 'Students' House' building	New Students' House opened	2024	✓				Chancellor		

Exchange with society and transfer / 1

	A	B	C	D	E	F	G	H	I	J
1										
2	Field of Action	Goals	Measures / sub-goals	Indicators Data-based indicators are highlighted in grey; currently there are no set targets are set (at least at present). The indicators highlighted in white are qualitative indicators that are described and, if necessary, evaluated in the sustainability report.	Time horizon / Achievement status 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
3					Time horizon / Cycle	Process has already been set up / Measure is already running or has already been decided	Already being done, but will be intensified as a part of the focus with of this strategy / data for indicator must be collected	New for the JMU / further development will be anchored in this strategy		
185	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
186			Effectively organise communication and public relations (announcements, information)	Strategic concept for science communication	2024	✓			HV	President
187			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
188			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
189			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
190				Breadth of teacher training in the field of ESD	from 2024		✓		Transformation, ESD	VP Sustainability
191			Offer alumni events on topics of socio-ecological transformation	Wide range of alumni events on socio-ecological topics	from 2024		✓		Transformation	VP Alumni
192			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
193				Transformation experiments at WueLAB are presented on university websites	ongoing	✓			Transformation	VP Sustainability



### Exchange with society and transfer / 2

	A	B	C	D	E	F	G	H	I	J	
1					Time horizon / Achievement status of measures / degree of fulfilment						
2	Field of Action	Goals	Measures / sub-goals	Indicators Data-based indicators are highlighted in grey; currently there are no set targets are set (at least at present). The indicators highlighted in white are qualitative indicators that are described and, if necessary, evaluated in the sustainability report.	Time horizon / Cycle	Process has already been set up / Measure is already running or has already been decided	Already being done, but will be intensified as a part of the focus with of this strategy / data for indicator must be collected	New for the JMU / further development will be anchored in this strategy	Relevance (HV (Hochschulvertrag) = anchored in the university's sustainability agreement; contributions to the goals of biodiversity, ESD, climate and transformation are also emphasised)	Responsibility	
3											
194	Exchange with society and transfer	Promote entrepreneurship with a focus on sustainability and gender equality	Promote 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	
195			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	
196			Show female academics from STEM subjects the start-up potential of their research	Social Innovators Challenge carried out	annually	✓			Transformation	VP Innovation	
197			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		
198	Exchange with society and transfer	Alleviate the shortage of academic specialists, particularly in the context of sustainable development	Lead 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	
199				One job fair organised annually	annually				✓		VP Study & Teaching Chancellor
200				Number of students who have successfully completed their studies	annually				✓		VP Innovation VP Study & Teaching
201			Encourage 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
202				Number of participants in the STEM summer schools	annually			✓			VP Innovation VP Study & Teaching
203				Number of students in their first semester in STEM subjects	annually				✓		HV VP Innovation VP Study & Teaching
204	Networking with other institutions and initiatives on sustainability topics	Actively encourage membership/cooperation in local, regional, national and international networks	Membership in the Green Network	from 2024				✓		VP Sustainability	
205			Collaboration with groups responsible for the Mainfranken region	ongoing	✓					VP Sustainability	
206			Membership in BayZeN	ongoing	✓					HV VP Sustainability	
207			Membership in HOCH-N ( <i>Sustainability at institutions of higher learning organisation</i> )	from 2024					✓		VP Sustainability
208			Participation in CHARM-EU networking meetings	regularly					✓		VP Sustainability, VP International