

Report on Staff Assessment: Sustainability Literacy for Academic and Professional Staff

Executive Summary

The Annual Staff Sustainability Training for 2023–24 assessed the literacy of academic and professional staff across seven schools within the institution. This report summarizes the assessment framework, participation, findings, and recommended actions to enhance staff knowledge and practices related to sustainability.

Objectives

1. To evaluate the sustainability knowledge of staff.
2. To identify areas for improvement in sustainability literacy.
3. To provide targeted recommendations for capacity building and resource optimization.

Assessment Framework

Key Topics Assessed

1. **Environmental Sustainability:**
 - Climate Change Mitigation
 - Renewable Energy and Energy Efficiency
 - Water Conservation
 - Biodiversity Protection
 - Waste Management Techniques
2. **Social Sustainability:**
 - Diversity, Equity, and Inclusion (DEI)
 - Community Engagement Strategies
 - Ethical Leadership and Governance
 - Mental Health Awareness
 - Gender Equality in Workspaces

Methodology

The assessment was integrated into the Annual Staff Literacy Training Program using:

- **Pre- and Post-Training Surveys:** Evaluating knowledge improvement.
- **Workshops and Case Studies:** Real-world problem-solving activities.
- **Observation and Peer Learning:** Monitoring participation and engagement.
- **Digital Modules:** Supplementing learning with quizzes and interactive content.

Scoring Criteria

- Environmental Literacy (%)
- Social Literacy (%)
- Overall Literacy Score (%)

Participation Overview

- **Total Staff Participated:** 174
- **Departments Covered:** Seven schools and administrative units

Findings

Overall Scores

- **Environmental Topics:** 72% (40% high performers)
- **Social Topics:** 78% (42% high performers)
- **Key Gaps Identified:**
 - Energy audits and biodiversity understanding.
 - Community project planning and DEI implementation.

Performance by School

School	Environmental Literacy (%)	Social Literacy (%)	Overall Average (%)	Key Gaps Identified
School of Business	75%	80%	78%	Limited CSR implementation
School of Arts & Design	72%	78%	75%	Creative reuse of sustainable materials

School of Technology	70%	76%	73%	Tech-based energy solutions
School of Architecture & Planning	68%	74%	71%	Urban biodiversity integration
School of Liberal Arts & Humanities	74%	82%	78%	Community engagement in rural areas
School of Law	65%	80%	73%	Detailed understanding of environmental laws
School of Sciences	78%	76%	77%	Advanced waste management techniques

Assessment Tools Used

1. Surveys:

- *Pre-training:* Identified knowledge gaps in sustainability strategies.
- *Post-training:* Measured knowledge retention and application skills.

2. Case Studies:

- Participants were tasked with addressing real-world challenges, such as reducing departmental carbon footprints and implementing waste segregation practices.

3. Observation Checklists:

- Monitored daily practices like energy conservation and waste management.

4. Feedback Mechanism:

- Participants provided suggestions for enhancing training effectiveness.

Corrective Actions Implemented

1. **Workshops:** Conducted targeted sessions on renewable energy and biodiversity conservation.
2. **Enhanced Training Resources:** Updated digital modules with global case studies.
3. **Peer Learning:** High performers paired with participants needing improvement.

Recommendations

1. Follow-Up Programs:

- Quarterly workshops to reinforce foundational knowledge and build advanced skills.

2. Sustainability Ambassadors:

- Assign department-level champions to drive initiatives.

3. Expanded Training Scope:

- Introduce advanced topics, such as circular economies and ESG reporting.

Conclusion

The Annual Staff Sustainability Training successfully assessed and enhanced the sustainability literacy of 174 staff members. The results underline the need for continued training, follow-ups, and the introduction of advanced tools to address existing gaps. This commitment will support the institution's long-term sustainability goals.

Photographs:











