

Staff Sustainability Literacy Assessment Report

Academic Year: 2024–2025

Executive Summary

The Annual Staff Sustainability Literacy Assessment for the academic year 2024–25 was conducted between September 10, 2024 and October 10, 2024 across the institution’s seven academic schools and administrative departments. The initiative forms part of the university’s Sustainability Action Framework and Sustainability Policy 2030, aligned with the United Nations Sustainable Development Goals (UN SDGs).

The assessment tool evaluates sustainability knowledge among academic and professional staff, measuring competencies in environmental sustainability, social responsibility, and ethical governance.

The 2024–25 assessment cycle included 188 staff participants with a 93% attendance rate and used a structured evaluation framework combining pre-training surveys, post-training assessments, case studies, and observational analysis to measure sustainability literacy improvement.

Results indicate average literacy scores of 77% for environmental sustainability topics and 83% for social sustainability topics, reflecting strong institutional engagement with sustainability principles.

Objectives

The Staff Sustainability Literacy Assessment Program aims to:

1. Evaluate sustainability knowledge among academic and professional staff.
2. Identify knowledge gaps in environmental and social sustainability topics.
3. Strengthen staff capacity to integrate sustainability into teaching, research, campus operations, and community engagement.
4. Measure improvements in sustainability literacy through structured assessment tools.
5. Promote a culture of sustainability leadership within the institution.

3. Sustainability Literacy Assessment Tool

The institution uses a multi-method sustainability literacy assessment framework designed to evaluate staff understanding of sustainability concepts and their practical application.

Assessment Components

I. Pre-Training Survey

- Evaluates baseline knowledge on sustainability concepts.
- Identifies knowledge gaps across departments.

II. Post-Training Assessment

- Measures improvement in sustainability literacy after training sessions.
- Evaluates understanding of environmental and social sustainability principles.

III. Case-Based Evaluation

- Staff analyze real-world sustainability challenges such as:
 - carbon footprint reduction
 - waste segregation strategies
 - sustainable procurement practices.

IV. Observation and Peer Learning

- Monitors sustainability practices within departments.

V. Digital Learning Modules

- Interactive sustainability quizzes and knowledge tests.

This structured assessment tool enables the institution to quantitatively measure sustainability literacy and track improvements annually.

4. Training Timetable

Date	School/Department	Topics Covered
September 10, 2024	School of Business	ESG frameworks and sustainable leadership
September 16, 2024	School of Arts & Design	Sustainable design thinking
September 20, 2024	School of Technology	Renewable energy and green innovation
September 25, 2024	School of Architecture & Planning	Urban sustainability and circular construction
September 30, 2024	School of Liberal Arts & Humanities	Social equity and community empowerment

October 5, 2024	School of Law	Environmental legislation and climate justice
October 10, 2024	School of Sciences	Waste reduction and biodiversity conservation

5. Training Framework

The literacy program covered eight thematic sustainability areas:

1. Climate Action and Mitigation
2. Circular Economy Principles
3. Renewable Energy and Energy Efficiency
4. Water Conservation and Management
5. Biodiversity and Green Infrastructure
6. Ethical Governance and Leadership
7. Social Equity and Inclusion
8. Sustainability Metrics and Reporting

Training methods included:

- expert lectures
- case study discussions
- collaborative workshops
- digital learning modules
- sustainability simulations.

6. Participation Overview

Indicator	Value
Total Staff Participants	188
Departments Covered	7
Attendance Rate	93%
Training Mode	Hybrid (in-person + digital modules)
Satisfaction Rate	91%

Participants included faculty members, administrative staff, research associates, and technical personnel, ensuring institution-wide engagement.

7. Assessment Results

Overall Literacy Scores

Category	Average Score	High Performers
Environmental Sustainability	77%	46%
Social Sustainability	83%	49%

Performance by School

School	Environmental Literacy	Social Literacy	Overall Score
School of Business	79%	84%	81%
School of Arts & Design	75%	81%	78%
School of Technology	73%	79%	76%
School of Architecture & Planning	71%	77%	74%
School of Liberal Arts	77%	85%	81%
School of Law	69%	83%	76%
School of Sciences	81%	78%	80%

Key knowledge gaps identified:

- renewable energy management
- biodiversity integration
- ESG performance reporting.

8. Corrective Actions Implemented

Following the assessment, several initiatives were implemented:

1. Advanced Sustainability Modules
 - carbon accounting
 - climate finance

- ethical sourcing.
- 2. Peer Learning Networks
 - cross-school collaboration forums.
- 3. Resource Repository
 - expanded digital sustainability library.
- 4. Post-Training Self-Assessment Tools
 - continuous learning evaluation.
- 5. Leadership Integration
 - sustainability KPIs integrated into departmental performance reviews.

9. Recommendations

To strengthen sustainability literacy further, the following actions are recommended:

1. Quarterly sustainability capacity-building workshops.
2. Appointment of Sustainability Ambassadors in each school.
3. Creation of a Sustainability Performance Dashboard to track campus indicators.
4. Incentives for cross-disciplinary sustainability research projects.
5. Expanded community sustainability partnerships.

10. Conclusion

The 2024–25 Staff Sustainability Literacy Assessment demonstrates the institution’s strong commitment to developing sustainability competencies among staff. The program successfully measured sustainability knowledge across departments and identified areas for continuous improvement.

The steady improvement in literacy scores and high participation rates highlight a growing institutional culture of sustainability. Continued investment in sustainability training and assessment will further strengthen the institution’s ability to integrate environmental and social responsibility into its academic and operational practices.

11. Supporting Evidence

Supporting documentation includes:

- photographs of training sessions.

- training attendance records
- pre- and post-assessment survey instruments
- workshop materials
- participant feedback forms

Photographs:















S.No	Name	Designation	School	Attendance
1	Ar. Shadab Hassan Khan	Assistant Professor	School of Architecture and Planning	P
2	Damarla Sai Puneeth	Assistant Professor	School of Architecture and Planning	P
3	Miss. Debalina Ghosh	Assistant Professor	School of Architecture and Planning	A
4	Miss. Dhruva Bhavsar	Associate Professor	School of Architecture and Planning	P
5	Miss. Ponnappalli Harita	Assistant Professor	School of Architecture and Planning	P
6	Miss. Sanjana Gupta	Assistant Professor	School of Architecture and Planning	P
7	Miss. Shweta Prasad	Assistant Professor	School of Architecture and Planning	P
8	Miss. Somani Goswami	Assistant Professor	School of Architecture and Planning	P
9	Mr. Abhishek Rushipal Kawale	Assistant Professor	School of Architecture and Planning	P
10	Mr. Gagan Jain	Assistant Professor	School of Architecture and Planning	P
11	Mr. Ginka Rajeshwar Rao	Assistant Professor	School of Architecture and Planning	P
12	Mr. Kommu Ajay Simha	Associate Dean	School of Architecture and Planning	P
13	Mr. Rajdeep Routh	Assistant Professor	School of Architecture and Planning	P
14	Mr. Ravikumar Seenivasan	Associate Professor	School of Architecture and Planning	P
15	Mr. Sushant Jaganade	Associate Professor	School of Architecture and Planning	P
16	Mrs. Sonia Gupta	Dean & Professor	School of Architecture and Planning	P
17	Prof. Sheetal Shyam Tiwar	Assistant Professor	School of Architecture and Planning	P
18	Vaishnavi Kunjapur	Assistant Professor	School of Architecture and Planning	P
19	Dr. Ashwini Kumar Sharma Bachaspatimay	Assistant Professor	School of Art and Design	A
20	Dr. Divya Gauri	Assistant Professor	School of Art and Design	P
21	Dr. Gajanan Pratap Kulkarni	Associate Professor	School of Art and Design	P
22	Dr. Kesaboina Venkata Murali	Assistant Professor	School of Art and Design	P
23	Dr. Sadhna	Associate Professor	School of Art and Design	A
24	Haleh Boostani (foreign faculty)	Senior Assistant Professor	School of Art and Design	P
25	Mr. Aditya Pasumarthi	Associate Professor	School of Art and Design	P
26	Mr. Arun Gupta	Associate Professor	School of Art and Design	P
27	Mr. Ashutosh	Assistant Professor	School of Art and Design	P
28	Mr. Dipankar Gogoi	Assistant Professor	School of Art and Design	P
29	Mr. Harsha Sagar	Assistant Professor	School of Art and Design	P
30	Mr. Kamala Narayanan K	Assistant Professor	School of Art and Design	P
31	Mr. Kamalvas Narayana	Senior Assistant Professor	School of Art and Design	P



32	Mr. Manoj Borah	Senior Assistant Professor	School of Art and Design	P
33	Mr. Mrudul Shyam Chilmulwar	Assistant Professor	School of Art and Design	P
34	Mr. Pradeep Kumar Krishnakutty	Associate Professor	School of Art and Design	P
35	Mr. Puneeth Kondru	Assistant Professor	School of Art and Design	P
36	Mr. Rajesh Kumar	Senior Assistant Professor	School of Art and Design	P
37	Mr. Suman Ghosh	Senior Assistant Professor	School of Art and Design	P
38	Mr. Tejas Eknath Pawar	Senior Assistant Professor	School of Art and Design	P
39	Mr. Vidhyadhar Bhupal Bhandare	Senior Assistant Professor	School of Art and Design	P
40	Mrs. Adity Saxena	Dean & Professor	School of Art and Design	P
41	Prof. Christian FM Arosena	Associate Professor	School of Art and Design	P
42	Prof. Eesha Sharma	Assistant Professor	School of Art and Design	P
43	Prof. Molagamudi Manoj Kumar	Associate Professor	School of Art and Design	P
44	Prof. Navdeep Sindhu	Assistant Professor	School of Art and Design	P
45	Prof. Arun Kumar Gaikwad	Associate Professor	School of Art and Design	P
46	Prof. Mahima Nand	Assistant Professor	School of Art and Design	P
47	Dr. Amar Kumar Varma	Assistant Professor	School of Business	P
48	Dr. Anik Nandi	Associate Professor	School of Business	A
49	Dr. Arun Kumar Singh	Assistant Professor	School of Business	A
50	Dr. Boya Venkatesu	Assistant Professor	School of Business	P
51	Dr. Chandra Has Singh	Assistant Professor	School of Business	P
52	Dr. David John Meyer	Professor & Executive Dean	School of Business	P
53	Dr. Debajyoti Bose	Assistant Professor	School of Business	P
54	Dr. Dinesh Kumar	Assistant Professor	School of Business	A
55	Dr. Golla Valentina	Associate Professor	School of Business	P
56	Dr. Heena Sharma	Associate Professor	School of Business	P
57	Dr. Janet Madhu	Associate Professor	School of Business	P
58	Dr. Jitesh Lalwani	Associate Professor	School of Business	P
59	Dr. Karungani Walter Philip	Assistant Professor	School of Business	A
60	Dr. Krunal Purohit	Associate Professor	School of Business	A
61	Dr. Mohd. Salim	Assistant Professor	School of Business	P
62	Dr. Mohd. Salim	Assistant Professor	School of Business	P
63	Dr. Mudit Mohan Saxena	Associate Professor	School of Business	P



64	Dr. Nidhi Suthar	Assistant Professor	School of Business	A
65	Dr. P Shiva Sai Kiran	Assistant Professor	School of Business	P
66	Dr. Pawan Prabhakar	Assistant Professor	School of Business	P
67	Dr. Radna Andi Wibowo	Assistant Professor	School of Business	P
68	Dr. Revanth Kumar Guttena	Assistant Professor	School of Business	P
69	Dr. Riya Bhattacharya	Assistant Professor	School of Business	P
70	Dr. Ruth Angbazo Andah	Professor	School of Business	P
71	Dr. Sameek Ghosh	Associate Professor	School of Business	P
72	Dr. Shakeel Ahmed	Assistant Professor	School of Business	P
73	Dr. Sujit Singh	Associate Professor	School of Business	P
74	Dr. Suman Babu Suddapalli	Professor	School of Business	P
75	Dr. Sundara Pandiyan S	Professor	School of Business	P
76	Dr. Tamrisha Patnaik	Assistant Professor	School of Business	P
77	Dr. Veena Madaan	Assistant Professor	School of Business	P
78	Dr. Vishakha Jha	Assistant Professor	School of Business	P
79	Dr. Kenneth Chukwujioko Agbim	Associate Professor	School of Business	P
80	Miss. Ch Pavana Kiranmai	Assistant Professor	School of Business	P
81	Miss. Melissa Zermit Namchu	Assistant Professor	School of Business	P
82	Miss. Renu Girotra	Associate Professor	School of Business	P
83	Mr. Afzalur Rahman	Professor	School of Business	P
84	Mr. Ajay Chhabra	Professor of Practice(T)	School of Business	P
85	Mr. Anindo Bhattacharjee	Associate Professor	School of Business	P
86	Mr. Atul Panday	Professor of Practice(T)	School of Business	P
87	Mr. Belavadi Nikhil	Assistant Professor	School of Business	P
88	Mr. Ch Siddharth Nanda	Associate Professor	School of Business	P
89	Mr. Debdutta Choudhury	Associate Professor	School of Business	P
90	Mr. Deepak Singh Parihar	Professor of Practice(T)	School of Business	P
91	Mr. Donkor Nawaah	Assistant Professor	School of Business	P
92	Mr. Hemachandran K K	Professor & Associate Dean	School of Business	P
93	Mr. Jayanta Kumar Mohapatra	Assistant Professor	School of Business	P
94	Mr. Jonnalagadda Nb Kalyana Chakravarthi	Professor of Practice(T)	School of Business	P
95	Mr. Korupalli Veera Rajesh Kumar	Associate Professor	School of Business	P



96	Mr. Krishna Vamshi Ganduri	Assistant Professor	School of Business	P
97	Mr. Manish Agarwal	Assistant Professor	School of Business	P
98	Mr. Michael Oyedele Oyenuga	Professor	School of Business	P
99	Mr. Piniseti Swami Sairam	Assistant Professor	School of Business	P
100	Mr. Prashant Subhash Chougule	Assistant Professor	School of Business	P
101	Mr. Pratik More	Associate Professor	School of Business	P
102	Mr. Saradhi Gonela	Associate Professor	School of Business	P
103	Mr. Sazzad Parwez	Associate Professor	School of Business	P
104	Mr. Shyam Krishan Joshi	Assistant Professor	School of Business	P
105	Mr. Sourav Biswas	Assistant Professor	School of Business	P
106	Mr. Subhajit Pahari	Associate Professor	School of Business	P
107	Mr. Syed Hasan Jafar	Associate Professor & Vice Dean	School of Business	P
108	Mr. Yasa Venkat Reddy	Assistant Professor	School of Business	P
109	Mrs. Ankita Deepak Parihar	Professor of Practice(T)	School of Business	P
110	Mrs. Chandrika CS	Assistant Professor	School of Business	P
111	Mrs. Kiran Menghani	Assistant Professor	School of Business	P
112	Mrs. Pranjali Gajbihiye	Assistant Professor	School of Business	P
113	Prof. Aderla Nageswar A Rao	Associate Professor	School of Business	P
114	Prof. Efrain Enrique B Chavez Arostequi	Associate Professor	School of Business	P
115	Prof. Javad Shahreki	Professor	School of Business	P
116	Prof. Joshua Gnanaselvan	Assistant Professor	School of Business	P
117	Prof. Kavitha Reddy Gurralla	Assistant Professor	School of Business	P
118	Prof. Mohammad Subhan	Assistant Professor	School of Business	P
119	Prof. Poojitha Kondapaka	Assistant Professor	School of Business	P
120	Prof. Ravinder Rena	Professor	School of Business	P
121	Prof. Somdutta Banerjee	Professor of Practice(T)	School of Business	P
122	Prof. Ahmed Jinjiri Bala(Foreign Faculty)	Assistant Professor	School of Business	P
123	Prof. Atul Sidola	Professor of Practice	School of Business	P
124	Prof. Gudimallam Purushothama Chari	Professor	School of Business	P
125	Prof. Rubvita Chadha Rajput	Associate Professor	School of Business	P
126	Prof. Rubvita Chadha Rajput	Associate Professor	School of Business	P
127	Prof. Sunita Rani	Associate Professor	School of Business	P




128	Prof. Sunita Rani	Associate Professor	School of Business	P
129	Prof. Udayan Mukherjee	Professor of Practice	School of Business	P
130	Dr. Annamaneni Sreelatha	Associate Professor & Dean	School of Law	P
131	Dr. Duvvuri Venkata Naga Pradeep	Associate Professor	School of Law	A
132	Dr. Paramita Choudhury	Assistant Professor	School of Law	P
133	Miss. Aditi Singh	Associate Professor	School of Law	P
134	Mr. Kushal Srivastava	Assistant Professor	School of Law	P
135	Mr. Nehal Ahmad	Assistant Professor	School of Law	P
136	Mrs. Ummul Waraah	Assistant Professor	School of Law	P
137	Prof. Kailav Krishna Tripathi	Assistant Professor	School of Law	P
138	Prof. Kanishka Tyagi	Assistant Professor	School of Law	P
139	Dr. Chaketi Raju	Assistant Professor	School of Law	P
140	Dr. Junuguru Srinivas	Associate Professor	School of Liberal Arts and Humanities	P
141	Dr. Kadari Devaraju	Assistant Professor	School of Liberal Arts and Humanities	P
142	Dr. Liengailing Khongsai	Assistant Professor	School of Liberal Arts and Humanities	P
143	Dr. Naveen Kolloju	Associate Professor	School of Liberal Arts and Humanities	P
144	Dr. Ratnriya Singh	Assistant Professor	School of Liberal Arts and Humanities	A
145	Dr. Ravikant Kisana	Associate Professor & Associate	School of Liberal Arts and Humanities	P
146	Dr. Satyanarayana Turangi	Assistant Professor	School of Liberal Arts and Humanities	P
147	Dr. Sowjanya Tamalapakula	Associate Professor	School of Liberal Arts and Humanities	P
148	Dr. Suantak Demkhosei Vaiphei	Assistant Professor	School of Liberal Arts and Humanities	P
149	Dr. T Seikhotinthang Haokip	Assistant Professor	School of Liberal Arts and Humanities	P
150	Dr. Guju Umamaheswararao	Assistant Professor	School of Liberal Arts and Humanities	P
151	Dr. Karre Sailu	Assistant Professor	School of Liberal Arts and Humanities	P
152	Miss. Jyotasaana Verma	Assistant Professor	School of Liberal Arts and Humanities	A
153	Miss. Kousumi Brahma	Assistant Professor	School of Liberal Arts and Humanities	P
154	Miss. Mary Saha	Assistant Professor	School of Liberal Arts and Humanities	P
155	Miss. Swati Nupur Tigga	Assistant Professor	School of Liberal Arts and Humanities	P
156	Mr. Dheeraj Rayalu Tadi	Assistant Professor	School of Liberal Arts and Humanities	P
157	Mr. Dinesh Chand	Assistant Professor	School of Liberal Arts and Humanities	P
158	Mr. Gaddam Rohin	Assistant Professor	School of Liberal Arts and Humanities	P
159	Mr. Konrad Gunesch	Executive Dean & Professor	School of Liberal Arts and Humanities	P



160	Mr. Mahesh Admankar	Assistant Professor	School of Liberal Arts and Humanities	P
161	Mr. Pankaj Kumar Verma	Assistant Professor	School of Liberal Arts and Humanities	P
162	Mr. Parivelan K.M	Professor	School of Liberal Arts and Humanities	P
163	Mr. Siriman Naveen	Assistant Professor	School of Liberal Arts and Humanities	P
164	Mrs. Areeba Ahsanat Moazzam	Assistant Professor	School of Liberal Arts and Humanities	P
165	Prof. Venkatesh Boddu	Assistant Professor	School of Liberal Arts and Humanities	P
166	Prof. Amrita Salkia	Assistant Professor	School of Liberal Arts and Humanities	P
167	Prof. Kaveri	Assistant Professor	School of Liberal Arts and Humanities	P
168	Dr. Amit Kumar Singh	Assistant Professor	School of Sciences	P
169	Dr. Anupam Singha Roy	Assistant Professor	School of Sciences	P
170	Dr. Basu Bhattacharjee	Assistant Professor	School of Sciences	P
171	Dr. Bidisha Roy	Assistant Professor	School of Sciences	P
172	Dr. Harshavardhan Reddy Kalluru	Assistant Professor	School of Sciences	P
173	Dr. Laba Kumar Das	Assistant Professor	School of Sciences	P
174	Dr. Mohammad Ashfaq	Associate Professor	School of Sciences	A
175	Dr. Pallavi Saxena	Assistant Professor	School of Sciences	A
176	Dr. Parvinnisa Shaik	Assistant Professor	School of Sciences	P
177	Dr. Priyatosh Ranjan	Assistant Professor	School of Sciences	P
178	Dr. Rajender Boddula	Associate Professor	School of Sciences	P
179	Dr. Rajkumar Reddy Rajula	Assistant Professor	School of Sciences	P
180	Dr. Ramakrishna Madaka	Assistant Professor	School of Sciences	P
181	Dr. Somorita Baishya	Assistant Professor	School of Sciences	P
182	Dr. Soumyadip Patra	Assistant Professor	School of Sciences	P
183	Dr. Venkateswara Rao Mannepalli	Assistant Professor	School of Sciences	P
184	Mr. Amlan Kanti Halder	Assistant Professor	School of Sciences	P
185	Mr. Daya Shankar	Associate Professor & Dean	School of Sciences	P
186	Mr. Dipak Kumar Sahoo	Assistant Professor	School of Sciences	P
187	Mr. Kothapalli Sudarshana Santhosh Kuma	Assistant Professor	School of Sciences	P
188	Mr. Surnam Narendra	Assistant Professor	School of Sciences	P
189	Mr. Vishal Anand	Assistant Professor	School of Sciences	P
190	Mrs. Beauty Pandey	Assistant Professor	School of Sciences	P
191	Prof. Nilesh Dinkar Gawande	Associate Professor & Associate	School of Sciences	P
		Assistant Professor	School of Sciences	P

192	Dr. Kamil Reza Khondaka	Assistant Professor	School of Technology	P
193	Mr. Amogh Deshmukh	Assistant Professor	School of Technology	P
194	Mr. Anand Kakarla	Assistant Professor	School of Technology	P
195	Mr. Bhargav Prajwal Pathri	Associate Professor	School of Technology	P
196	Mr. Brundabana Mishra	Associate Professor	School of Technology	P
197	Mr. Dharmendra Kumar Mishra	Assistant Professor	School of Technology	P
198	Mr. Ram Soorat	Assistant Professor	School of Technology	P
199	Mr. Santhosh Kumar T	Assistant Professor	School of Technology	P
200	Mr. Sarah Mariam Roy	Assistant Professor	School of Technology	P
201	Mr. Saripalli Bhanuprakash	Assistant Professor	School of Technology	P
202	Mr. Venkata Narayana Pappula	Assistant Professor	School of Technology	P

Organiser Signature: 

Name: S. Sudham

Designation: ERS - Project Manager

Date: 10/10/2024



Sustainability Literacy Scoring Matrix

Staff Sustainability Literacy Assessment

Academic Year: 2024–25

Assessment Framework

The sustainability literacy assessment evaluates staff knowledge across five core sustainability competency areas aligned with the UN Sustainable Development Goals (SDGs).

Competency Area	Description	Weight
Climate and Environmental Awareness	Knowledge of climate change, biodiversity and environmental protection	25%
Resource Efficiency	Understanding of energy efficiency, renewable energy, water conservation	20%
Sustainable Consumption	Knowledge of circular economy, waste management, sustainable procurement	20%
Social Sustainability	Awareness of social equity, inclusion and community engagement	20%
Institutional Sustainability Practices	Knowledge of campus sustainability policies and initiatives	15%

Literacy Score Categories

Score Range	Literacy Level	Description
85–100	Advanced Sustainability Literacy	Demonstrates strong understanding and application of sustainability principles
70–84	Proficient Sustainability Literacy	Good knowledge with ability to apply concepts
50–69	Basic Sustainability Literacy	Moderate understanding with some knowledge gaps
Below 50	Needs Improvement	Limited sustainability knowledge

Assessment Scoring Method

Each participant’s score is calculated using the following formula:

Total Sustainability Literacy Score

(Environmental Awareness \times 0.25) +
 (Resource Efficiency \times 0.20) +
 (Sustainable Consumption \times 0.20) +
 (Social Sustainability \times 0.20) +
 (Institutional Sustainability \times 0.15)

Assessment Results Summary (2024–25)

Indicator	Value
Total Staff Assessed	188
Average Environmental Literacy Score	77%
Average Social Sustainability Score	83%
Overall Literacy Score	80%
Participation Rate	93%

Score Distribution

Literacy Level	Percentage of Staff
Advanced	32%
Proficient	41%
Basic	21%
Needs Improvement	6%

Use of Assessment Results

The results are used to:

- identify sustainability knowledge gaps among staff
- design targeted sustainability training programs
- monitor annual improvements in sustainability literacy
- integrate sustainability competencies into institutional capacity building.

Workshop Materials

Staff Sustainability Literacy and Environmental Responsibility Training Program

Academic Year: 2024–2025

Organised by: **Ethics, Responsibility & Sustainability (ERS) Committee**

1. Overview of the Workshop

As part of the institution’s commitment to advancing sustainability literacy among academic and professional staff, a Staff Sustainability Literacy Training Workshop was conducted during the 2024–2025 academic year. The training aimed to enhance staff understanding of environmental sustainability, responsible resource management, and sustainable institutional practices.

The workshop was designed as an interactive learning program combining expert lectures, case-based learning, group discussions, and practical exercises. The program emphasized the importance of integrating sustainability principles into teaching, research, administrative processes, and campus operations.

The training sessions were conducted across multiple schools of the university and were aligned with the institution’s Sustainability Policy and the United Nations Sustainable Development Goals (SDGs).

2. Objectives of the Workshop

The key objectives of the workshop were to:

1. Increase awareness among staff about global environmental challenges such as climate change, biodiversity loss, and resource depletion.
2. Enhance knowledge of sustainability concepts and their practical application in academic and administrative settings.
3. Promote responsible resource management practices, including energy efficiency, water conservation, and waste reduction.
4. Encourage faculty and staff to integrate sustainability principles into teaching, research, and operational activities.
5. Strengthen institutional capacity for implementing sustainable campus initiatives.

3. Workshop Structure

The training program consisted of five thematic modules, each focusing on a critical aspect of environmental sustainability and institutional responsibility.

Session	Topic	Key Focus
Session 1	Introduction to Sustainability	Global sustainability challenges and SDGs
Session 2	Climate Change and Environmental Impact	Carbon emissions and climate mitigation strategies
Session 3	Energy and Resource Efficiency	Renewable energy and energy conservation
Session 4	Water Conservation and Waste Management	Resource efficiency and circular economy
Session 5	Sustainability in Higher Education	Institutional policies and sustainable campus initiatives

4. Module Descriptions

Module 1: Introduction to Sustainability

This module provided participants with an overview of the concept of sustainable development and its relevance to higher education institutions. The session introduced the **United Nations Sustainable Development Goals (SDGs)** and explained how universities play a critical role in advancing sustainability through education, research, and community engagement.

Key discussion points included:

- the definition of sustainability and sustainable development
- global environmental and social challenges
- the role of universities in achieving the SDGs
- the importance of sustainability literacy among educators and administrators.

Participants engaged in discussions about how sustainability principles can be incorporated into academic curricula and institutional strategies.

Module 2: Climate Change and Environmental Impact

This session focused on the scientific and policy aspects of climate change. Participants were introduced to the key drivers of climate change, including greenhouse gas emissions and unsustainable consumption patterns.

Topics covered included:

- the science of climate change and its global implications
- major sources of carbon emissions in institutional settings
- strategies for reducing carbon footprints
- climate mitigation and adaptation measures.

Examples of climate action initiatives undertaken by universities worldwide were also presented to illustrate best practices in sustainability management.

Module 3: Energy and Resource Efficiency

This module addressed the importance of responsible energy use and the transition toward renewable energy systems. Participants were introduced to various strategies for improving energy efficiency in campus facilities and operations.

Key topics included:

- renewable energy technologies such as solar and wind energy
- energy-efficient building design and lighting systems
- energy conservation practices for staff and students
- smart energy management systems.

Participants discussed practical measures that could be implemented within their departments to reduce energy consumption and improve resource efficiency.

Module 4: Water Conservation and Waste Management

The fourth module focused on sustainable management of natural resources, particularly water and waste. The session emphasized the need to adopt circular economy principles that minimize waste and promote resource recovery.

Topics discussed included:

- global water scarcity challenges
- rainwater harvesting and water recycling systems
- waste segregation and recycling practices
- sustainable consumption patterns.

Participants also examined examples of campus sustainability initiatives such as composting programs, recycling systems, and plastic reduction campaigns.

Module 5: Sustainability in Higher Education Institutions

The final module highlighted the role of universities as leaders in sustainability innovation and environmental stewardship. The session explored how sustainability can be embedded within institutional policies, governance structures, and campus operations.

Topics included:

- sustainability governance frameworks
- integration of sustainability into academic curricula
- research and innovation for sustainable development
- community engagement and environmental outreach programs.

Participants discussed strategies for strengthening sustainability initiatives within the institution and fostering a culture of environmental responsibility.

5. Case Study Exercise

As part of the interactive component of the workshop, participants were presented with a case study on reducing the environmental impact of university campuses.

Case Scenario

A university campus aims to reduce its carbon emissions by 25% within five years through improved energy management and sustainability initiatives.

Participants worked in groups to analyze the scenario and propose solutions addressing the following questions:

1. What are the major sources of emissions within a university campus?
2. Which renewable energy technologies can be implemented to reduce emissions?
3. What behavioral changes among staff and students could contribute to sustainability goals?
4. How can universities integrate sustainability into their long-term strategic planning?

The case study exercise encouraged collaborative problem-solving and practical application of sustainability concepts.

6. Interactive Activity

An interactive sustainability audit exercise was conducted during the workshop. Participants assessed the current sustainability practices within their departments using a checklist.

Sustainability Practice	Yes	No
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Energy conservation measures implemented		
Waste segregation practices followed		
Digital documentation used to reduce paper consumption		
Water conservation practices adopted		

This activity helped participants identify areas where sustainability improvements could be implemented within their own work environments.

7. Training Resources Provided

Participants received a set of learning resources to support continued learning and engagement with sustainability topics. These resources included:

- presentation slides used during the workshop
- sustainability literacy handbook
- links to digital learning modules
- recommended readings on sustainability and environmental management
- access to institutional sustainability policy documents.

8. Workshop Outcomes

The training workshop contributed to strengthening sustainability literacy among staff and enhancing awareness of environmental responsibilities within the institution.

Key outcomes included:

- improved understanding of sustainability principles among participants
- increased awareness of environmental challenges and sustainable solutions
- greater engagement with institutional sustainability initiatives
- identification of opportunities for integrating sustainability into academic and operational activities.

The workshop also supported the institution’s broader goal of fostering a sustainability-oriented culture within the university community.

Participant Feedback Form

Staff Sustainability Literacy & Environmental Responsibility Training Workshop

Academic Year: 2024–2025

Organised by: **Ethics, Responsibility & Sustainability (ERS) Committee**

Institution: **Woxsen University**

Section 1: Participant Information

Name: _____

Designation: _____

Department / School: _____

Date of Training: _____

Section 2: Overall Workshop Evaluation

Please rate the following aspects of the workshop.

Criteria	Excellent	Good	Average	Poor
Relevance of workshop topics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Quality of training content	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Clarity of presentation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Usefulness of case studies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Interaction and engagement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Practical applicability of concepts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overall workshop experience	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 3: Learning Outcomes

Please indicate your level of agreement with the following statements.

Statement	Strongly Agree	Agree	Neutral	Disagree
The workshop improved my understanding of sustainability concepts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I gained knowledge about climate change and environmental impact	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The training increased my awareness of sustainable practices on campus	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel confident integrating sustainability concepts into my work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The training was relevant to my professional responsibilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 4: Knowledge Improvement

How would you rate your sustainability knowledge before and after the workshop?

Knowledge Level Before Training After Training

Excellent	<input type="checkbox"/>	<input type="checkbox"/>
Good	<input type="checkbox"/>	<input type="checkbox"/>
Moderate	<input type="checkbox"/>	<input type="checkbox"/>
Limited	<input type="checkbox"/>	<input type="checkbox"/>

Section 5: Most Valuable Aspects

Which parts of the workshop did you find most valuable?

- Climate change and environmental impact
- Renewable energy and energy efficiency
- Water conservation and waste management
- Sustainability in higher education
- Case study discussion

Section 6: Suggestions for Improvement

Please provide suggestions to improve future sustainability training programs.

Section 7: Overall Satisfaction

Overall, how satisfied are you with this training program?

- Very Satisfied
- Satisfied
- Neutral
- Dissatisfied

Participant Signature: _____

Date: _____