Sustainability **C**ulture **I**ndicator

Staff SCI Report
University of Tasmania

April 2022

www.awake.com.au

Contents

Executive Summary

587 employees of University of Tasmania (UTAS) completed the Sustainability Culture Indicator (SCI).

The purpose of the survey was to get a better understanding of attitudes toward sustainability, and what factors are both helping and hindering staff to achieve sustainability outcomes.

The survey is built around the enablers of a culture of sustainability, both individual (psychological and attitudinal elements) and organisational (support mechanisms). By assessing the extent to which those enablers are present in UTAS, it is possible to better prioritise and target activities to embed sustainability in the culture.

This is the fourth time the biennial survey has been conducted since 2016

Results

The 2022 results continue a steady increase in scores across most aspects of the survey since it was first conducted in 2016. Particularly strong results are seen for perceived Strategic Commitment, Sustainability Leadership, and Innovation. These key enablers point to a staff perception that the university's sustainability commitment is being led from the top.
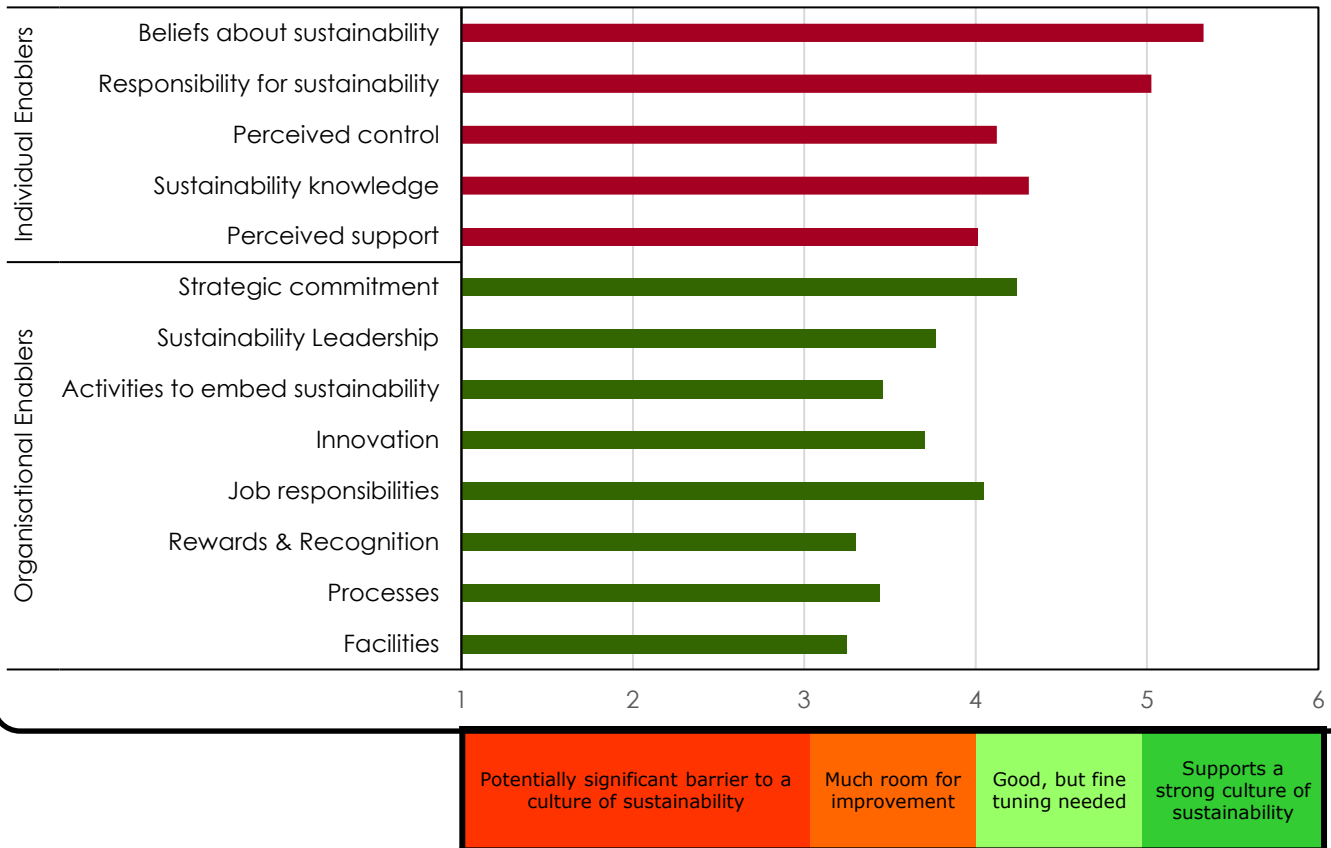
The extent to which UTAS is seen as making a positive effort towards sustainability also saw a significant boost, reflecting this overall sense of organisational commitment.

Very slight decreases are seen in staff's beliefs and responsibility for sustainability, possibly reflecting the lower priority it has taken through the pandemic. The overall scores for these enablers still remain very high and not a significant cause for concern. Items pertaining to Job Wellbeing (not included in the standard survey model as a sustainability enabler) also decreased in 2022, pointing to a reduction in staff satisfaction and engagement.

Areas for further improvement include aligning processes and facilities with sustainability. Additional measures to support working remotely and reducing transport impact were the most commonly recommended initiatives in the written comments.

Snapshot of Individual and Organisational Enablers

Mean Scores for Enablers

Individual Enablers
- Beliefs about sustainability
- Responsibility for sustainability
- Perceived control
- Sustainability knowledge
- Perceived support

Organisational Enablers
- Strategic commitment
- Sustainability Leadership
- Activities to embed sustainability
- Innovation
- Job responsibilities
- Rewards & Recognition
- Processes
- Facilities

Scale: 1 – 2 – 3 – 4 – 5 – 6

Potentially significant barrier to a culture of sustainability	Much room for improvement	Good, but fine tuning needed	Supports a strong culture of sustainability

The chart above shows the mean scores for each of the enablers measured in the SCI. Scores can range from 1 to 6.

The **individual enablers** are the psychological and attitudinal factors which need to be in place in order for employees in the organisation to engage in sustainable behaviours. For instance, if people feel strong responsibility towards sustainability, but perceive they have limited control over the sustainability aspects of their job, they are unlikely to engage in pro-environmental actions.

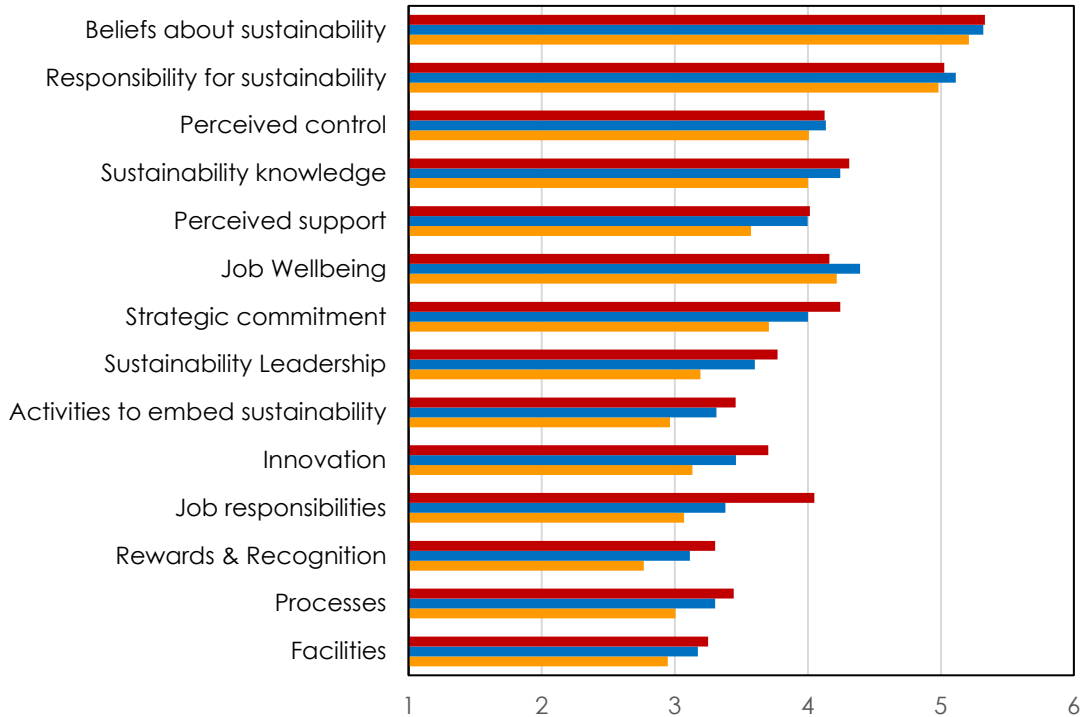The **organisational enablers** are those aspects of the organisation which support a culture of sustainability. For instance, if people perceive that the rewards and recognition system fails to reinforce a sustainability focus (e.g. by focusing only on short-term revenue and profit), then this may present a barrier to the organisation's sustainability vision.

All enablers are broken down in detail on pages 18-30.

Comparison with previous years

Legend: ■ 2022 ■ 2020 ■ 2018

Categories (top to bottom):
- Beliefs about sustainability
- Responsibility for sustainability
- Perceived control
- Sustainability knowledge
- Perceived support
- Job Wellbeing
- Strategic commitment
- Sustainability Leadership
- Activities to embed sustainability
- Innovation
- Job responsibilities
- Rewards & Recognition
- Processes
- Facilities

The chart above compares UTAS's mean enabler scores to those recorded in the 2018 and 2020 surveys.

About these results

UTAS in 2022 scored higher for 11 of the 14 enablers, compared to 2 years ago. This demonstrates that the university's efforts are being recognised by staff and resulting in a stronger culture of sustainability being embedded. Of note, the means for all 8 of the organisational enablers showed an increase, indicating that people perceive the support mechanisms for sustainability being provided by UTAS are more effective.

Comparison With Previous Years

Trend line of enablers over time

Legend:
- Beliefs about sustainability
- Responsibility for sustainability
- Sustainability knowledge
- Strategic commitment
- Perceived control
- Job responsibilities
- Perceived support
- Sustainability Leadership
- Innovation
- Activities to embed sustainability
- Processes
- Rewards & Recognition
- Facilities
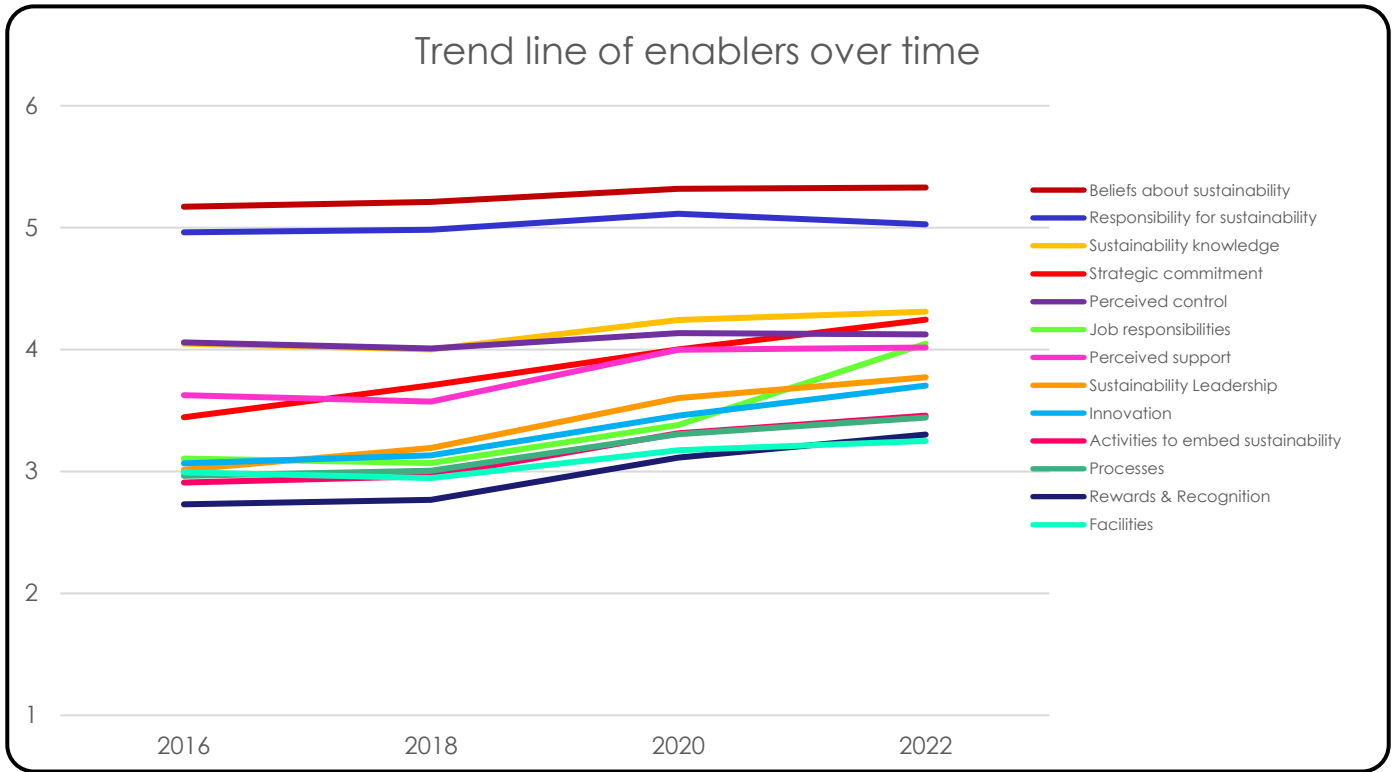
The chart above shows the enablers scores over the 4 occasions the survey has been implemented.

About these results

The trendline shows that the organisational enablers in particular have shown a steady increase since 2016.

The largest increases can be seen in some of the lower-scoring enablers from the baseline survey, suggesting that UTAS has successfully focused its efforts on removing potential barriers to a culture of sustainability.

Comparison With Other Tertiary Institutions

Comparison with Other Tertiary Education

■ UTAS 2022
■ Other Tertiary
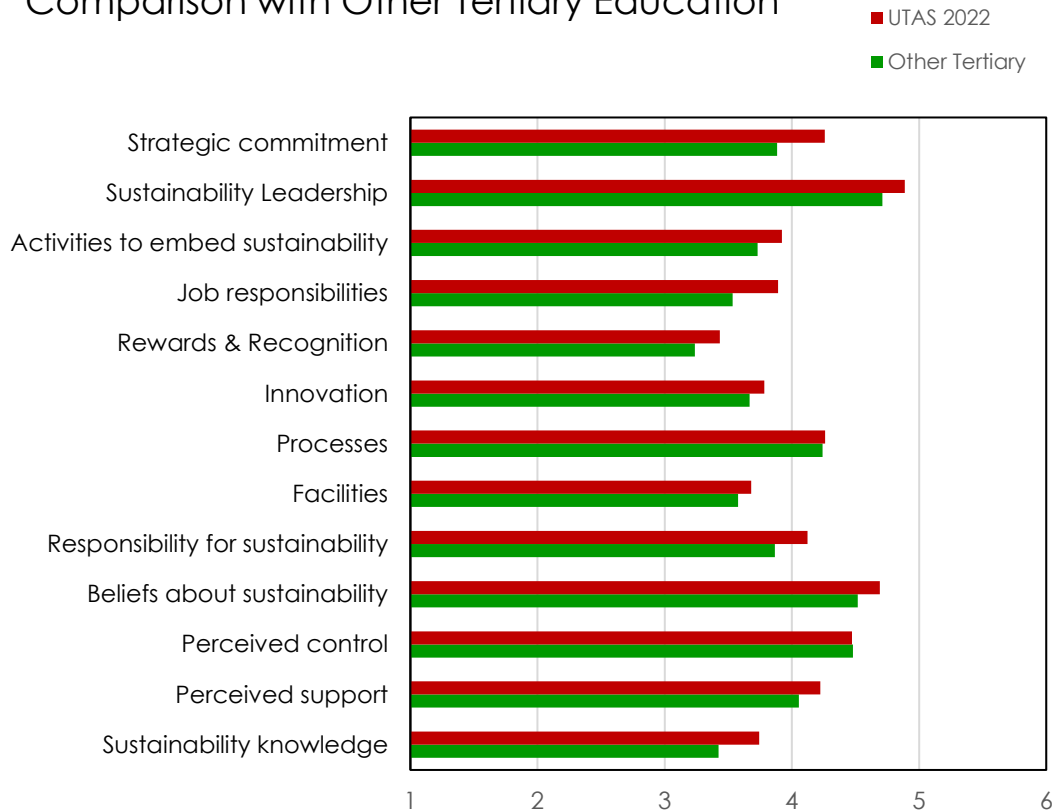
The chart above compares UTAS's mean enabler scores to those of 10 other <u>tertiary institutions</u> who have completed the SCI. It should be noted that the survey items completed by the comparison institutions differ slightly in some places, due to ongoing development and customisation of the SCI.

About these results

UTAS exceeded the average on all but one enabler, with the exceptions being Perceived Control which was virtually identical. This indicates that UTAS has embedded sustainability within its culture very favourably compared to other institutions.

Comparison With Other Organisations

The chart above compares UTAS's mean enabler scores to those of other organisations who have completed the SCI. It should be noted that the survey items completed by the comparison organisations differ slightly in some places, due to ongoing development and customisation of the SCI.

These comparison organisations are a mix of corporations (25%), local government (40%) and universities (35%). Approx. 80% of the organisations are based in Australia-New Zealand, as the SCI was developed in this region.

About these results

These results show that UTAS scored below the average of other organisations for 10 of the 13 enablers.

This indicates that sustainability is not quite as well embedded in the culture of UTAS as it is in the other organisations, on average, although the Strategic Commitment and Suatainability Leadership enablers exceed the average. As an overall observation, tertiary institutions tend to score lower on average than organisations in other sectors.

Biggest Increases and Decreases since 2020

Top 5 Increases

	2020	2022	Change
The University has a clearly defined commitment to sustainability	4.17	4.60	+0.43
The University is very innovative in its approach to making its operations more sustainable	3.23	3.64	+0.41
The University's commitment to sustainability has been clearly communicated	3.66	4.05	+0.39
There is consistent support from senior leadership for the University's sustainability commitments	3.84	4.17	+0.33
People at the University get fair recognition for the effort they make to reduce their environmental impact	3.18	3.49	+0.31

Top 5 Decreases

	2020	2022	Change
I am willing to make sustainable choices a priority even when they are not as convenient as alternatives (e.g.. shopping, transport)	4.88	4.70	-0.18
I believe that sustainability is relevant across all areas of the curriculum	5.13	4.96	-0.17
Individual staff can make a big difference in the overall environmental impact of our University	4.85	4.73	-0.12
I think a lot about the environmental implications of my actions	4.92	4.82	-0.10
I consider sustainability to be close to my personal values	5.24	5.15	-0.09

Top and Bottom Items – Individual Enablers

Top 5 Items: Individual Enablers

	2020	**2022**
Having green spaces close to me is important	5.61	**5.56**
People should do as much as they possibly can to preserve the environment for future generations	5.52	**5.46**
This University has a responsibility to be a leader in sustainability	5.37	**5.44**
I think it is important for the University to be bold in climate action	5.19	**5.43**
I strongly believe that all universities have a responsibility to make sustainability a priority in their decision making, planning and actions	5.40	**5.39**

Bottom 5 Items : Individual Enablers

	2020	**2022**
I clearly understand sustainability issues relevant to our University	4.05	**4.20**
I know what I need to do in my job to operate in a sustainable way	4.12	**4.15**
I feel supported by my immediate manager to adopt sustainability behaviours	3.99	**4.06**
I feel well supported by my peers to make sustainability a priority at work	4.01	**3.98**
I feel like I have a lot of control over the size of the "ecological footprint" that I leave through my work activities	3.41	**3.53**

# Top and Bottom Items – Organisational Enablers

Top 5 Items: Organisational Enablers

	2020	2022
I believe that sustainability is relevant to my role		**4.76**
The University has a clearly defined commitment to sustainability	4.17	**4.60**
The internationally-supported Sustainable Development Goals (SDGs) are relevant to my employment at this University		**4.43**
Our sustainability goals are consistent with other goals of the University	4.19	**4.31**
There is consistent support from senior leadership for the University's sustainability commitments	3.84	**4.17**

Bottom 5 Items : Organisational Enablers

	2020	2022
People at this University have clearly understood job responsibilities with regard to sustainability	3.22	**3.34**
The facilities in the University are well-equipped to support sustainable behaviours	3.21	**3.33**
I believe my personal sustainability-related behaviours have improved through the University's education and influence	3.14	**3.19**
The physical/built environment in this University makes it easy to choose sustainable behaviours	3.14	**3.17**
I feel like we are rewarded at the University for our efforts to adopt sustainable practices	3.05	**3.11**

Overall Sustainability Effort

"UTAS's current level of effort with regard to sustainability is..."
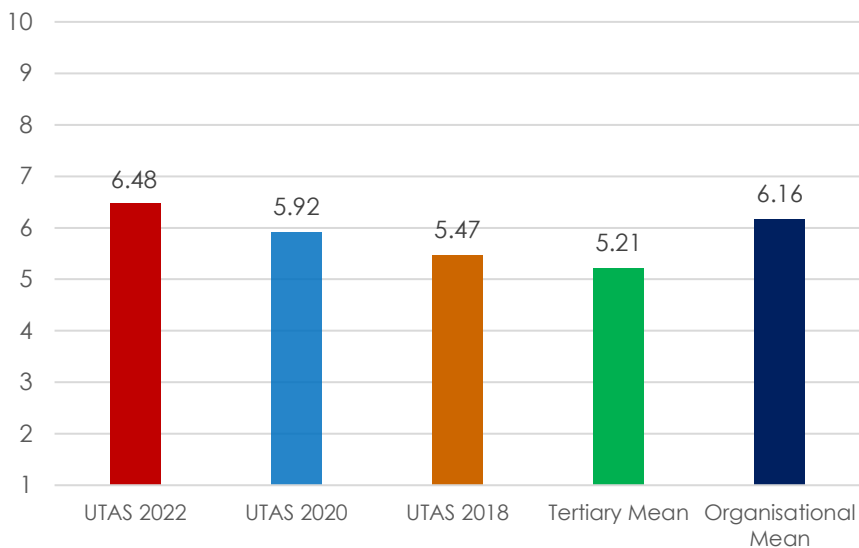
Overall, the rating of UTAS's effort with regard to sustainability has increased to 6.48 out of 10, up from 5.92 in 2020. This exceeds the mean for other institutions and organisations.

Behaviours On Campus

About these results

Overall, behaviours at work have stayed steady in comparison to 2018. The reported frequency compares favourably with that in other tertiary institutions and organisations.

Scale

1 = Never

2 = Rarely

3 = Occasionally

4 = Often

5 = Very Often

6 = Always

Behaviours Off Campus

Chart legend:
- UTAS 2022
- UTAS 2020
- UTAS 2018
- Uni Mean
- Org Mean

Categories (top to bottom):
- I deliberately sort household waste into recyclable and non-recyclable items
- I take actions to preserve and improve the natural environment
- I make food purchasing choices which aim to minimise environmental impact
- When choosing a product, I consider the working conditions of the people who made it
- I actively encourage other people to adopt sustainable behaviours
- I consciously choose transport options which have the lowest carbon footprint
- I look for opportunities to get involved with sustainability initiatives

X-axis: 1 2 3 4 5 6

Scale

1 = Never

2 = Rarely

3 = Occasionally

4 = Often

5 = Very Often

6 = Always

About these results

Outside work, people report regular actions relating to waste and conservation in particular, comparing favourably to those in the comparison groups.

Correlations Between Enablers and Behaviour

Enabler	Behaviours on campus	Behaviours off campus
Responsibility for sustainability	.524**	.751**
Job responsibilities	.413**	.397**
Beliefs about sustainability	.390**	.527**
Sustainability knowledge	.385**	.435**
Perceived control	.334**	.318**
Sustainability Importance	.318**	.417**
Strategic commitment	.225**	.150**
Facilities	.200**	.106*
Perceived support	.181**	.198**
Activities to embed sustainability	.170**	0.073
Processes	.165**	0.061
Job Wellbeing	.164**	.181**
Rewards & Recognition	.161**	.102*

** statistically significant (p<.01)   * statistically significant (p<.05)

About these results

The table above shows the relationship between behaviours and enablers, ranked by strength of the correlation. Enablers with a high correlation are strongly related to behaviours, although not necessarily causal.

The results show that the key correlates of sustainability-related behaviours are the individual enablers of the SCI, along with being clear about how job responsibilities relate to sustainability. Overall, all of the enablers had a significant relationship with behaviours at work.

These findings suggest that efforts to further embed sustainability in the culture of UTAS will benefit from continuing to demonstrate to people how their actions make a difference, and supporting and encouraging them to make sustainability a priority consideration in decisions and actions.

Additional Items: Job Wellbeing & Sustainability Importance

Sustainability Importance: Items

Item	UTAS 2022	UTAS 2020	UTAS 2018
INCORPORATING THE NATURAL ENVIRONMENT INTO BUILDINGS IS IMPORTANT TO ME (E.G. THROUGH INDOOR PLANTS, WINDOWS, GREEN WALLS/ROOFS)	5.25		
HAVING GREEN SPACES CLOSE TO ME IS IMPORTANT	5.56	5.61	5.60
BEING SOCIALLY CONNECTED TO OTHERS IS IMPORTANT TO ME	4.84	4.88	4.78

Job Wellbeing: Items

Item	UTAS 2022	UTAS 2020	UTAS 2018
I FEEL VALUED AS AN EMPLOYEE	3.72	4.05	3.79
I CONSIDER MYSELF TO BE A PART OF SOME SOCIAL GROUP AT MY WORKPLACE	4.17	4.27	4.17
I GET SATISFACTION OUT OF MY JOB	4.62	4.88	4.69

Additional Items: Modern Slavery

The University of Tasmania has a Modern Slavery Statement outlining what we are doing to minimise the risks of modern slavery occurring at the University and in our supply chains. The term modern slavery is used to describe situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom. These situations can include forced labour, debt bondage, human trafficking, and slavery. The United Nations and the Walk Free Foundation estimate there are approximately 40 million victims of modern slavery around the world.

Before reading this statement above, I was familiar with the concept of modern slavery.

Category	Value
Disagree strongly	11
Disagree	23
Disagree slightly	13
Agree slightly	70
Agree	236
Agree strongly	202
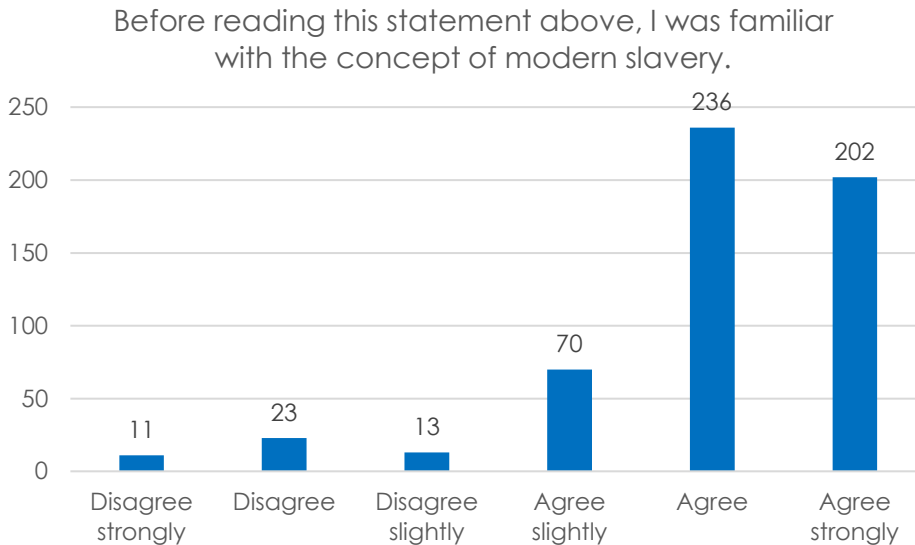
Have you encountered modern slavery in your work or personal life?

Yes 20%

No 80%
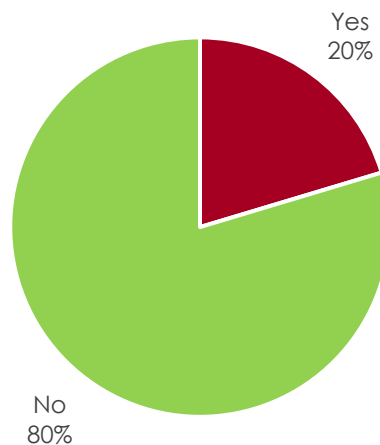
Individual Enabler: Beliefs About Sustainability

Beliefs about sustainability: Items

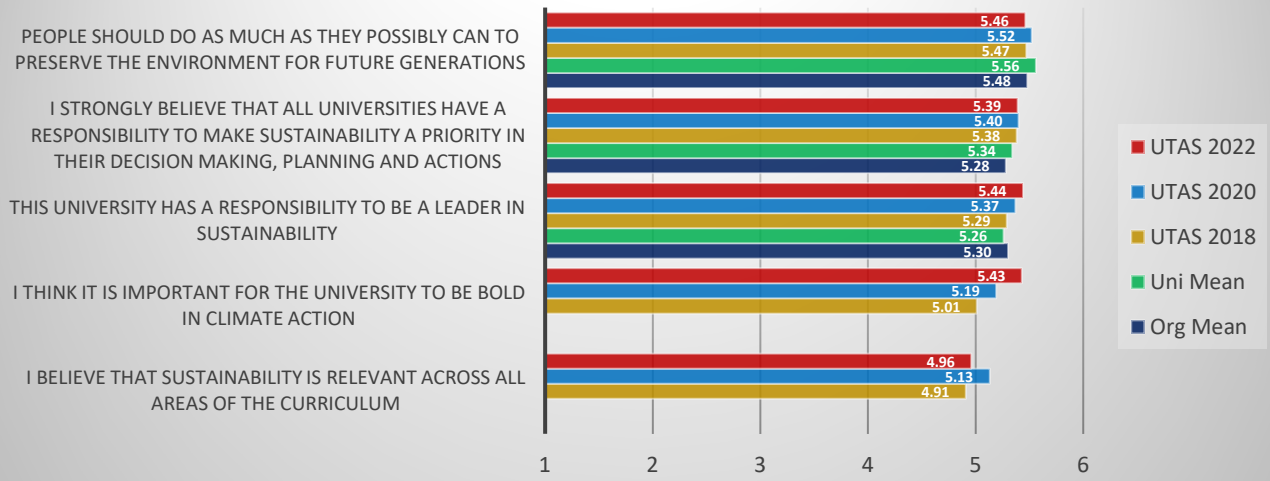| Item	UTAS 2022	UTAS 2020	UTAS 2018	Uni Mean	Org Mean
PEOPLE SHOULD DO AS MUCH AS THEY POSSIBLY CAN TO PRESERVE THE ENVIRONMENT FOR FUTURE GENERATIONS	5.46	5.52	5.47	5.56	5.48
I STRONGLY BELIEVE THAT ALL UNIVERSITIES HAVE A RESPONSIBILITY TO MAKE SUSTAINABILITY A PRIORITY IN THEIR DECISION MAKING, PLANNING AND ACTIONS	5.39	5.40	5.38	5.34	5.28
THIS UNIVERSITY HAS A RESPONSIBILITY TO BE A LEADER IN SUSTAINABILITY	5.44	5.37	5.29	5.26	5.30
I THINK IT IS IMPORTANT FOR THE UNIVERSITY TO BE BOLD IN CLIMATE ACTION	5.43	5.19	5.01		
I BELIEVE THAT SUSTAINABILITY IS RELEVANT ACROSS ALL AREAS OF THE CURRICULUM	4.96	5.13	4.91		

(Horizontal axis: 1 2 3 4 5 6)

Definition

People's beliefs about the importance of sustainability and the priority which organisations should give it.

For more resources for this enabler, including research findings and strategies for improvement, go to

www.awake.com.au/beliefs

Range of Responses: Beliefs about sustainability
(Rounded: Mean = 5.33)

1	2	3	4	5	6
3	1	6	47	178	337
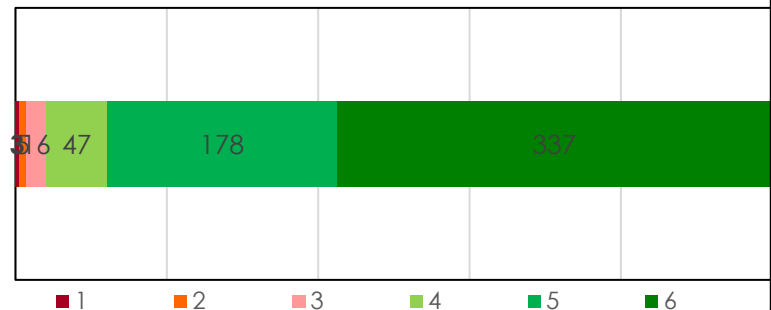
Importance Of This Factor

If people believe that sustainability is important, and should be made a priority by individuals and organisations, they are more likely to engage in and support sustainable behaviours.

Your Organisation's Results

These results show that staff continue to hold the belief that sustainability is something that UTAS should invest in and should make a priority.

Individual Enabler: Responsibility for Sustainability

Responsibility for Sustainability: Items

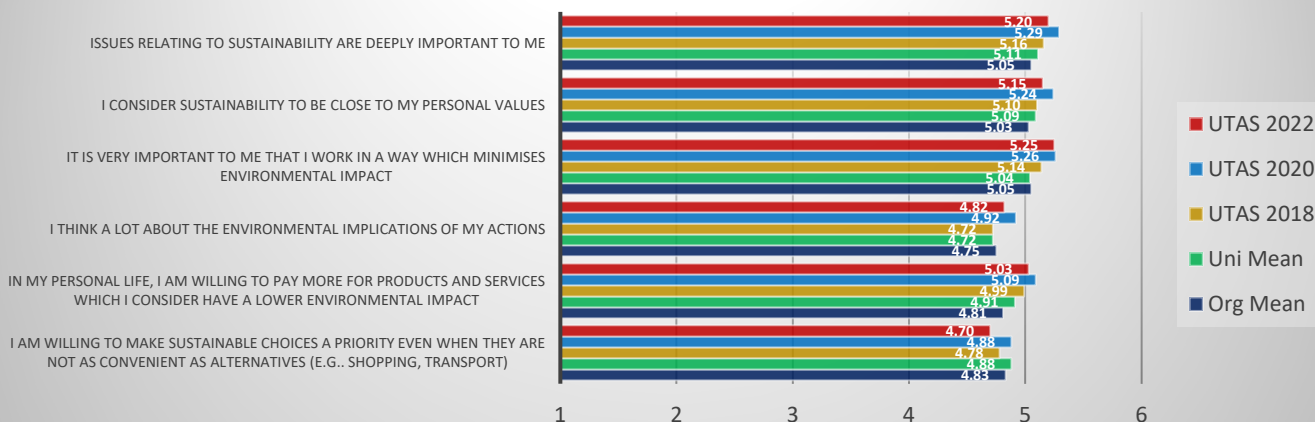|	UTAS 2022	UTAS 2020	UTAS 2018	Uni Mean	Org Mean
ISSUES RELATING TO SUSTAINABILITY ARE DEEPLY IMPORTANT TO ME	5.20	5.29	5.16	5.11	5.05
I CONSIDER SUSTAINABILITY TO BE CLOSE TO MY PERSONAL VALUES	5.15	5.24	5.10	5.09	5.03
IT IS VERY IMPORTANT TO ME THAT I WORK IN A WAY WHICH MINIMISES ENVIRONMENTAL IMPACT	5.25	5.26	5.14	5.04	5.05
I THINK A LOT ABOUT THE ENVIRONMENTAL IMPLICATIONS OF MY ACTIONS	4.82	4.92	4.77	4.72	4.75
IN MY PERSONAL LIFE, I AM WILLING TO PAY MORE FOR PRODUCTS AND SERVICES WHICH I CONSIDER HAVE A LOWER ENVIRONMENTAL IMPACT	5.03	5.09	4.91	4.99	4.81
I AM WILLING TO MAKE SUSTAINABLE CHOICES A PRIORITY EVEN WHEN THEY ARE NOT AS CONVENIENT AS ALTERNATIVES (E.G.. SHOPPING, TRANSPORT)	4.70	4.88	4.78	4.88	4.83

Definition

The level of ownership which people have for sustainability personally, and the priority which they are willing to give it.

For more resources for this enabler, including research findings and strategies for improvement, go to

www.awake.com.au/responsibility

Range of Responses: Responsibility for sustainability
(Rounded: Mean = 5.03)

Responses: 2, 24, 86, 249, 223 (legend: 1, 2, 3, 4, 5, 6)
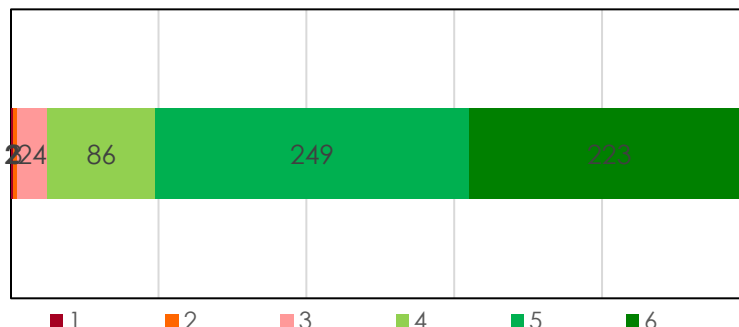
Importance Of This Factor

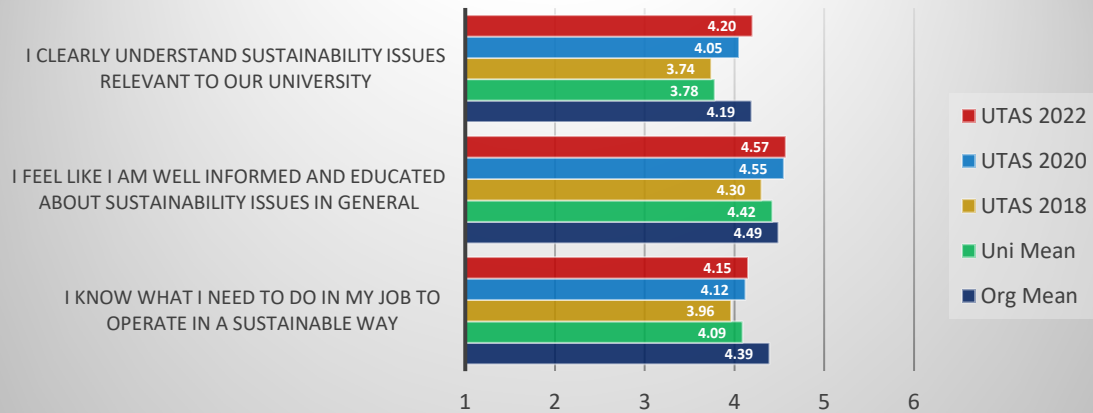Feeling like sustainability is important to them personally, and being willing to make it a priority in their actions, is an essential determinant of people engaging in sustainable behaviours.

Your Organisation's Results

The results show that there has been a slight decrease in the extent to which UTAS staff feel a strong responsibility for sustainability, although this is still a strong result overall.

Individual Enabler: Sustainability Knowledge

Sustainability knowledge: Items

| Item	UTAS 2022	UTAS 2020	UTAS 2018	Uni Mean	Org Mean
I CLEARLY UNDERSTAND SUSTAINABILITY ISSUES RELEVANT TO OUR UNIVERSITY	4.20	4.05	3.74	3.78	4.19
I FEEL LIKE I AM WELL INFORMED AND EDUCATED ABOUT SUSTAINABILITY ISSUES IN GENERAL	4.57	4.55	4.30	4.42	4.49
I KNOW WHAT I NEED TO DO IN MY JOB TO OPERATE IN A SUSTAINABLE WAY	4.15	4.12	3.96	4.09	4.39

Definition

The degree to which people feel they have sufficient knowledge of sustainability issues relevant to the organisation and their job.

For more resources for this enabler, including research findings and strategies for improvement, go to

www.awake.com.au/knowledge

Range of Responses: Sustainability knowledge (Rounded: Mean = 4.31)

25 | 71 | 208 | 219 | 57

■1 ■2 ■3 ■4 ■5 ■6
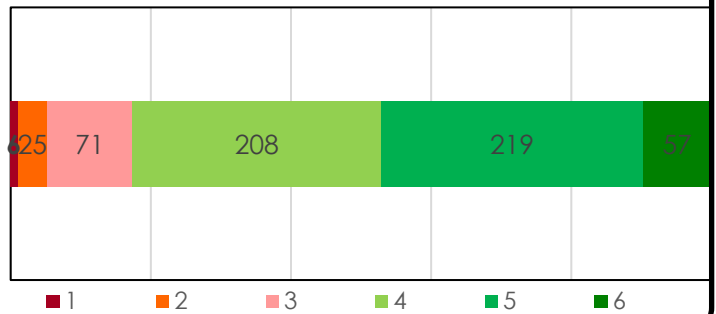
Importance Of This Factor

If people do not have good awareness of the sustainability issues relevant to their organisation and their job, it is difficult for them to engage in, and contribute to, the organisation's sustainability objectives. Research repeatedly reveals that knowledge of sustainability issues is an essential precursor to pro-environmental behaviour, while a recent study of organisations found that internal awareness-raising campaigns were among the most effective ways of encouraging employees to adopt green behaviours.

Your Organisation's Results

Sustainability knowledge has risen since 2020 and compares favourably to the average for the comparison groups. The scores still suggest there is room for improvement in education and awareness-raising around sustainability.

Individual Enabler: Perceived Support

Perceived support: Items
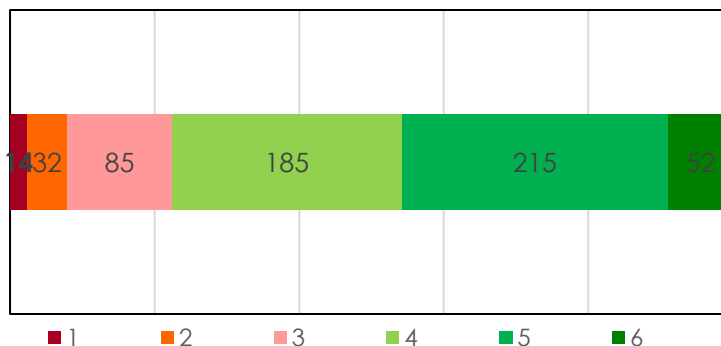

Item	UTAS 2022	UTAS 2020	UTAS 2018	Uni Mean	Org Mean
I FEEL SUPPORTED BY MY IMMEDIATE MANAGER TO ADOPT SUSTAINABILITY BEHAVIOURS	4.06	3.99	3.58	3.87	4.17
I FEEL WELL SUPPORTED BY MY PEERS TO MAKE SUSTAINABILITY A PRIORITY AT WORK	3.98	4.01	3.57	3.64	4.03
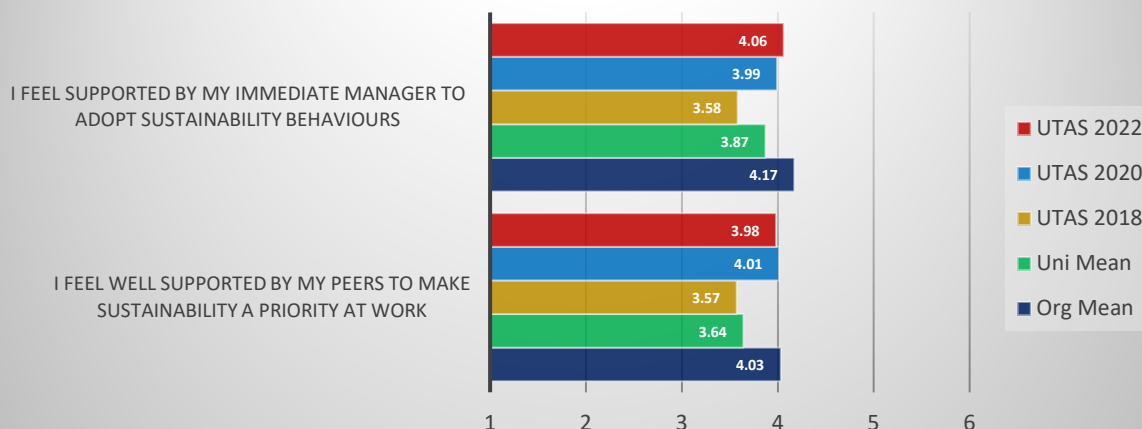
Definition

The level of support people feel they have to act sustainably, from their peers and manager.

For more resources for this enabler, including research findings and strategies for improvement, go to

www.awake.com.au/support

Range of Responses: Perceived support
(Rounded: Mean = 4.02)

1	2	3	4	5	6
14	32	85	185	215	52

Importance Of This Factor

If people feel that there is strong support from those around them to make sustainability a priority, they are more likely to do so, and feel like they can innovate and take risks in doing so.

Your Organisation's Results

Support items score similarly in 2022 compared to 2 years ago and are well above the tertiary institution mean. Continuing to embed sustainability as part of everyday business should further build this sense of a social norm.

Individual Enabler: Perceived Control

Perceived control: Items

INDIVIDUAL STAFF CAN MAKE A BIG DIFFERENCE IN THE OVERALL ENVIRONMENTAL IMPACT OF OUR UNIVERSITY
- UTAS 2022: 4.73
- UTAS 2020: 4.85
- UTAS 2018: 4.81
- Uni Mean: 4.83
- Org Mean: 4.89

I FEEL LIKE I HAVE A LOT OF CONTROL OVER THE SIZE OF THE "ECOLOGICAL FOOTPRINT" THAT I LEAVE THROUGH MY WORK ACTIVITIES
- UTAS 2022: 3.53
- UTAS 2020: 3.41
- UTAS 2018: 3.20
- Uni Mean: 3.45
- Org Mean: 3.82

Legend: UTAS 2022, UTAS 2020, UTAS 2018, Uni Mean, Org Mean

Definition

The extent to which people feel they have control over their level of sustainability, and the sense that their actions can make a difference.

For more resources for this enabler, including research findings and strategies for improvement, go to

www.awake.com.au/control

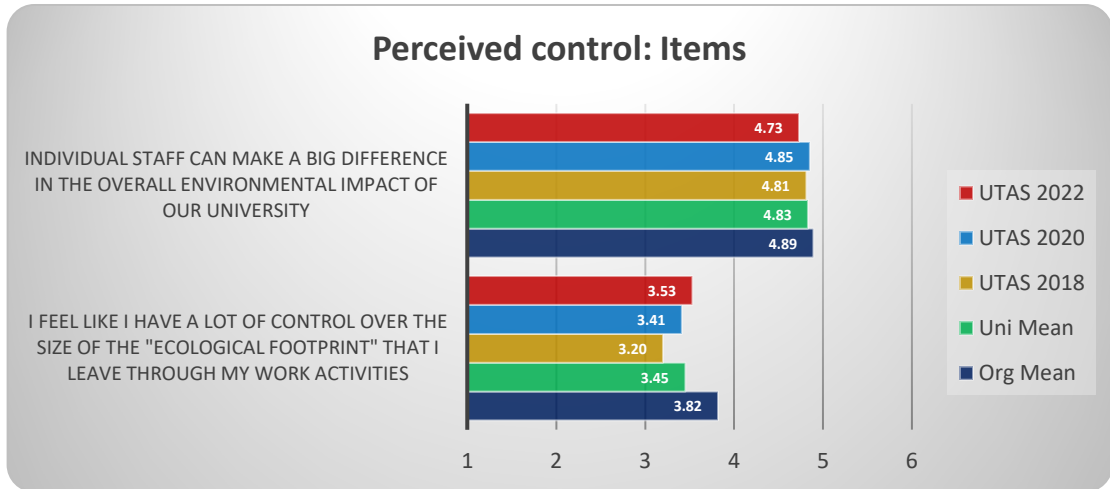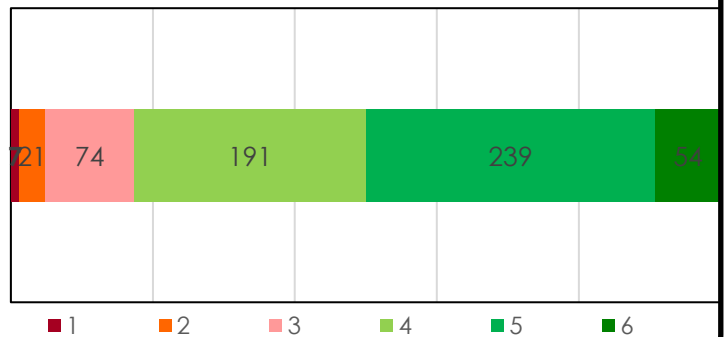### Range of Responses: Perceived control
(Rounded: Mean = 4.12)

1	2	3	4	5	6
21		74	191	239	54

Importance Of This Factor

A strong precursor to sustainable behaviour is the perception that we have some control over our actions, and that those actions will have a beneficial outcome.
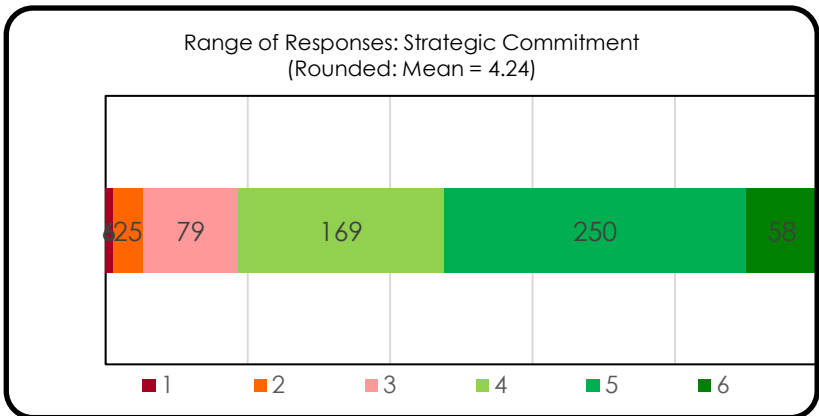
Your Organisation's Results

People are feeling a similar sense of control about sustainability as in 2020, although their personal sense of control has increased slightly. Increments in the sense of empowerment should have an influence on the adoption of sustainability efforts.

Strategic Commitment: Items

THE UNIVERSITY HAS A CLEARLY DEFINED COMMITMENT TO SUSTAINABILITY
- 4.60
- 4.17
- 3.91
- 3.88
- 4.34

OUR SUSTAINABILITY GOALS ARE CONSISTENT WITH OTHER GOALS OF THE UNIVERSITY
- 4.31
- 4.19
- 3.95
- 3.74
- 4.11

THE UNIVERSITY'S COMMITMENT TO SUSTAINABILITY HAS BEEN CLEARLY COMMUNICATED
- 4.05
- 3.66
- 3.26
- 3.50
- 3.96

THE UNIVERSITY'S STRATEGIC FRAMEWORK FOR SUSTAINABILITY IS SUFFICIENTLY COMPREHENSIVE
- 3.98

Legend:
- ■ UTAS 2022
- ■ UTAS 2020
- ■ UTAS 2018
- ■ Uni Mean
- ■ Org Mean

Definition

The extent to which people feel the organisation has clarified and communicated its sustainability commitments.

For more resources for this enabler, including research findings and strategies for improvement, go to

www.awake.com.au/strategic-commitment

Range of Responses: Strategic Commitment
(Rounded: Mean = 4.24)

| 1 | 2 | 3 | 4 | 5 | 6 |

- 25
- 79
- 169
- 250
- 58

Importance Of This Factor

An organisation which makes a clear commitment to sustainability and communicates it strongly provides the clarity and confidence people need in order to make it a priority in their decisions and actions.

Your Organisation's Results

Perceived Strategic Commitment has seen a significant boost in the past 2 years, which should have a strong flow-on effect to aligning sustainability within the culture of UTAS.

Organisational Enabler: Sustainability Leadership

Sustainability Leadership: Items

Item	UTAS 2022	UTAS 2020	UTAS 2018	Uni Mean	Org Mean
THERE IS CONSISTENT SUPPORT FROM SENIOR LEADERSHIP FOR THE UNIVERSITY'S SUSTAINABILITY COMMITMENTS	4.17	3.84	3.48	3.63	4.06
LEADERS OF THE UNIVERSITY "WALK THE TALK" WHEN IT COMES TO SUSTAINABILITY	3.59	3.52	3.09	3.18	3.69
MANAGERS BEHAVE IN A WAY WHICH ENCOURAGES STAFF IN THE UNIVERSITY TO EMBRACE SUSTAINABILITY	3.55	3.44	3.01	3.28	3.71

Definition

The extent to which the leadership and management behaviours in the organisation support a culture of sustainability.

For more resources for this enabler, including research findings and strategies for improvement, go to
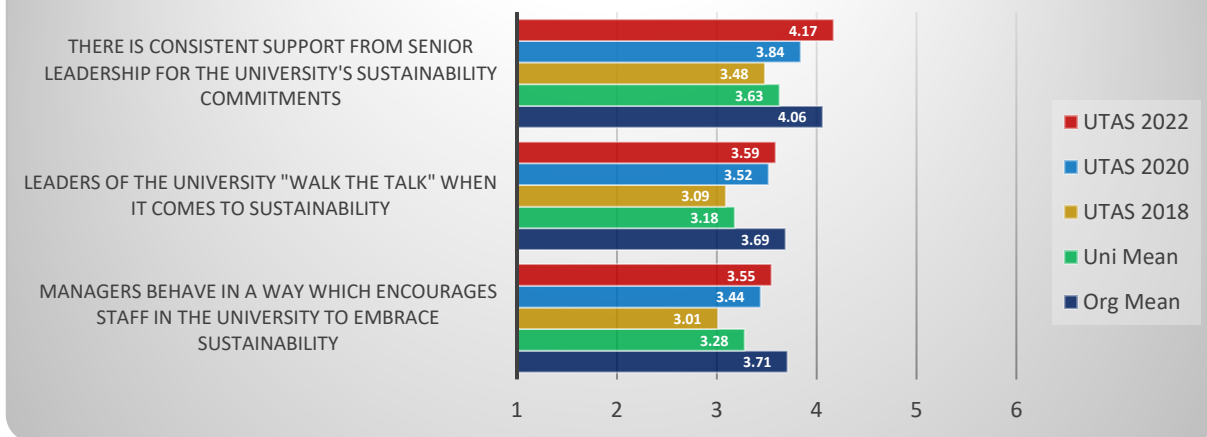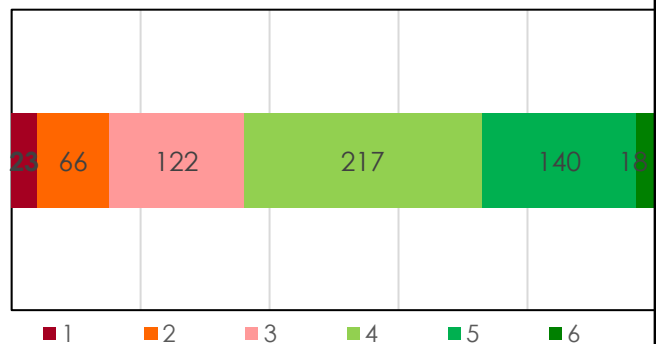
www.awake.com.au/sustainability_leadership

Range of Responses: Sustainability Leadership (Rounded: Mean = 3.77)

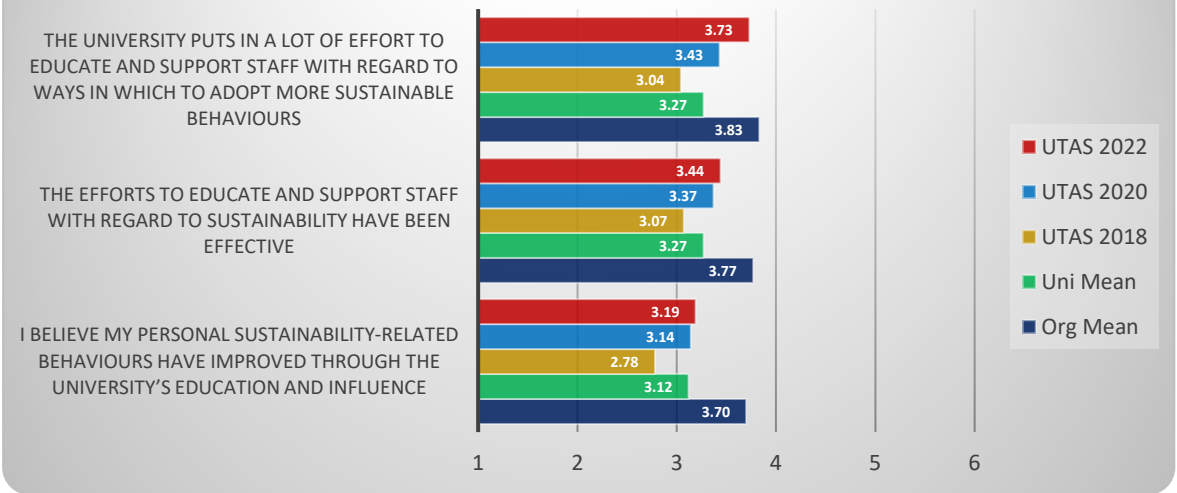| 1	2	3	4	5	6
23	66	122	217	140	18

Importance Of This Factor

All aspects of culture are driven from the top, and sustainability is no exception. If people feel that there is strong leadership commitment, and the behaviours of the leaders and managers are consistent with this commitment, then a culture of sustainability is more likely to be created. This is supported by research findings, which reveal that the best sustainability-focused organisations are typified by strong leadership in the area.

Your Organisation's Results

A substantial increase in the level of Sustainability Leadership is observed in 2022, with UTAS now comfortably above the average for tertiary institutions, indicating that efforts to drive sustainability from the top are being recognised.

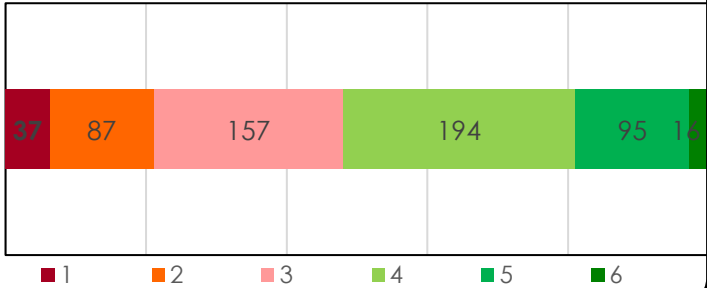# Organisational Enabler: Activities to Embed Sustainability

Activities to embed sustainability: Items

THE UNIVERSITY PUTS IN A LOT OF EFFORT TO EDUCATE AND SUPPORT STAFF WITH REGARD TO WAYS IN WHICH TO ADOPT MORE SUSTAINABLE BEHAVIOURS
- UTAS 2022: 3.73
- UTAS 2020: 3.43
- UTAS 2018: 3.04
- Uni Mean: 3.27
- Org Mean: 3.83

THE EFFORTS TO EDUCATE AND SUPPORT STAFF WITH REGARD TO SUSTAINABILITY HAVE BEEN EFFECTIVE
- UTAS 2022: 3.44
- UTAS 2020: 3.37
- UTAS 2018: 3.07
- Uni Mean: 3.27
- Org Mean: 3.77

I BELIEVE MY PERSONAL SUSTAINABILITY-RELATED BEHAVIOURS HAVE IMPROVED THROUGH THE UNIVERSITY'S EDUCATION AND INFLUENCE
- UTAS 2022: 3.19
- UTAS 2020: 3.14
- UTAS 2018: 2.78
- Uni Mean: 3.12
- Org Mean: 3.70

Legend: UTAS 2022, UTAS 2020, UTAS 2018, Uni Mean, Org Mean

Definition

The perceived effectiveness of the organisation's efforts to embed and promote sustainability in the culture.

For more resources for this enabler, including research findings and strategies for improvement, go to

www.awake.com.au/activities

Range of Responses: Activities to embed sustainability (Rounded: Mean = 3.46)

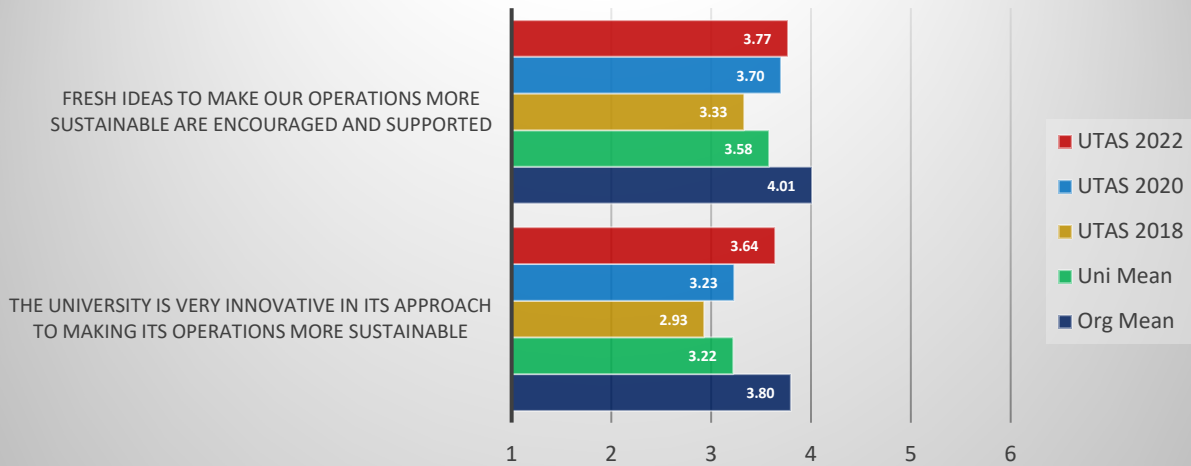| 1	2	3	4	5	6
37	87	157	194	95	16

Importance Of This Factor

Organisations with a strong culture of sustainability are those that promote and encourage it. The extent to which this has been prevalent and effective has a big impact on the success of efforts to embed sustainability in the culture.

Your Organisation's Results

Consistent with the increases in strategic commitment and leadership, staff are perceiving a stronger and more effective effort to provide opportunities to engage with sustainability within UTAS.
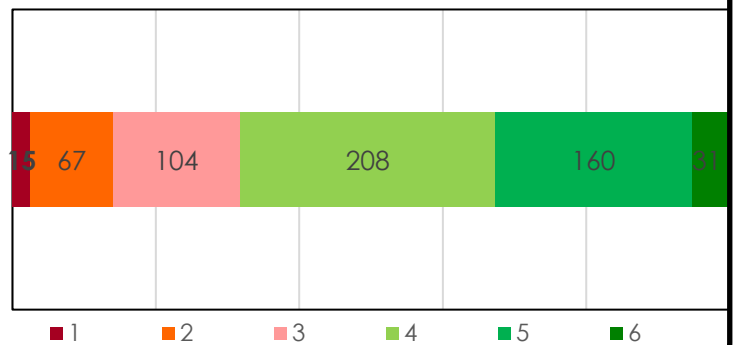
Organisational Enabler: Innovation

Innovation: Items

FRESH IDEAS TO MAKE OUR OPERATIONS MORE SUSTAINABLE ARE ENCOURAGED AND SUPPORTED
- UTAS 2022: 3.77
- UTAS 2020: 3.70
- UTAS 2018: 3.33
- Uni Mean: 3.58
- Org Mean: 4.01

THE UNIVERSITY IS VERY INNOVATIVE IN ITS APPROACH TO MAKING ITS OPERATIONS MORE SUSTAINABLE
- UTAS 2022: 3.64
- UTAS 2020: 3.23
- UTAS 2018: 2.93
- Uni Mean: 3.22
- Org Mean: 3.80

Legend:
- UTAS 2022
- UTAS 2020
- UTAS 2018
- Uni Mean
- Org Mean

Definition
The level of support people feel they have to try new ideas to enhance sustainability.

For more resources for this enabler, including research findings and strategies for improvement, go to

www.awake.com.au/innovation

Range of Responses: Innovation
(Rounded: Mean = 3.70)

| 15 | 67 | 104 | 208 | 160 | 31 |

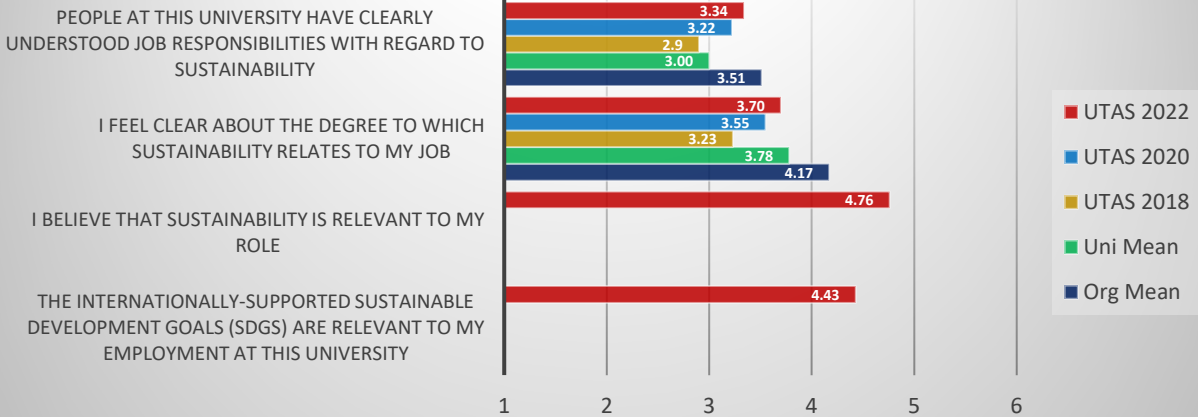Legend: 1, 2, 3, 4, 5, 6

Importance Of This Factor

Sustainability is strongly linked to innovation, given that it requires new ideas and ways of doing business. An organisation with a strong culture of innovation is in a better position to embrace the opportunities presented by the greater emphasis placed on sustainability by business and communities.

Your Organisation's Results

Innovation is another enabler which has seen an good increase in 2022. Ensuring that new ideas for sustainability are encouraged and supported can be a great driver for both efficiency and staff engagement.

Organisational Enabler: Job Responsibilities

Job responsibilities : Items

PEOPLE AT THIS UNIVERSITY HAVE CLEARLY UNDERSTOOD JOB RESPONSIBILITIES WITH REGARD TO SUSTAINABILITY
- UTAS 2022: 3.34
- UTAS 2020: 3.22
- UTAS 2018: 2.9
- Uni Mean: 3.00
- Org Mean: 3.51

I FEEL CLEAR ABOUT THE DEGREE TO WHICH SUSTAINABILITY RELATES TO MY JOB
- UTAS 2022: 3.70
- UTAS 2020: 3.55
- UTAS 2018: 3.23
- Uni Mean: 3.78
- Org Mean: 4.17

I BELIEVE THAT SUSTAINABILITY IS RELEVANT TO MY ROLE
- UTAS 2022: 4.76

THE INTERNATIONALLY-SUPPORTED SUSTAINABLE DEVELOPMENT GOALS (SDGS) ARE RELEVANT TO MY EMPLOYMENT AT THIS UNIVERSITY
- UTAS 2022: 4.43

Legend: UTAS 2022, UTAS 2020, UTAS 2018, Uni Mean, Org Mean

Definition

The level of clarity people have regarding the way in which sustainability relates to their job.

For more resources for this enabler, including research findings and strategies for improvement, go to

www.awake.com.au/job-responsibilities

Range of Responses: Job responsibilities (Rounded: Mean = 4.05)

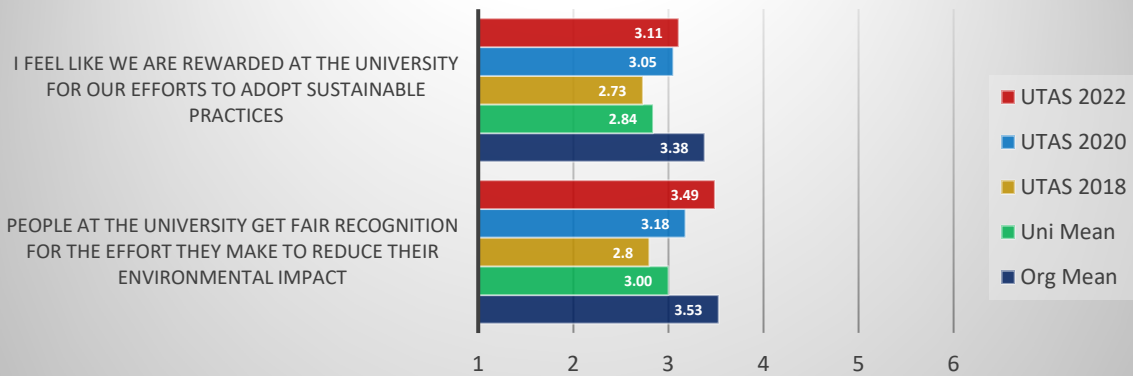| 1	2	3	4	5	6
8	6	108	224	201	30
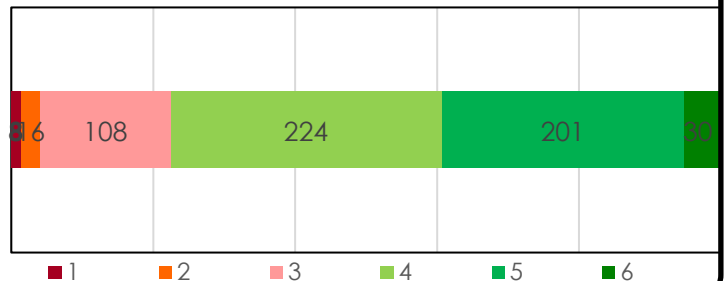
Importance Of This Factor

People need to be clear about the degree to which sustainability is related to their job. If they believe it is the role of the environment department or green team, it is unlikely that sustainability will be strongly embedded in the culture.

Your Organisation's Results

This enabler saw increases on 2020 results for the 2 comparable items. Those who scored highly on these items were more likely to report frequent sustainability-related behaviours (see Correlations p33). Action could be further encouraged through the design of job specifications, discussions at performance reviews, and opportunities to review sustainability as it relates to individuals.

Organisational Enabler: Rewards and Recognition

Rewards & Recognition : Items

I FEEL LIKE WE ARE REWARDED AT THE UNIVERSITY FOR OUR EFFORTS TO ADOPT SUSTAINABLE PRACTICES
- UTAS 2022: 3.11
- UTAS 2020: 3.05
- UTAS 2018: 2.73
- Uni Mean: 2.84
- Org Mean: 3.38

PEOPLE AT THE UNIVERSITY GET FAIR RECOGNITION FOR THE EFFORT THEY MAKE TO REDUCE THEIR ENVIRONMENTAL IMPACT
- UTAS 2022: 3.49
- UTAS 2020: 3.18
- UTAS 2018: 2.8
- Uni Mean: 3.00
- Org Mean: 3.53

Legend:
- UTAS 2022
- UTAS 2020
- UTAS 2018
- Uni Mean
- Org Mean

Definition

The degree to which people feel they are rewarded and recognised for sustainable behaviours.

For more resources for this enabler, including research findings and strategies for improvement, go to

www.awake.com.au/rewards-recognition

Range of Responses: Rewards & Recognition
(Rounded: Mean = 3.30)

- 1: 28
- 2: 110
- 3: 122
- 4: 209
- 5: 104
- 6: 14

Legend: ■1 ■2 ■3 ■4 ■5 ■6
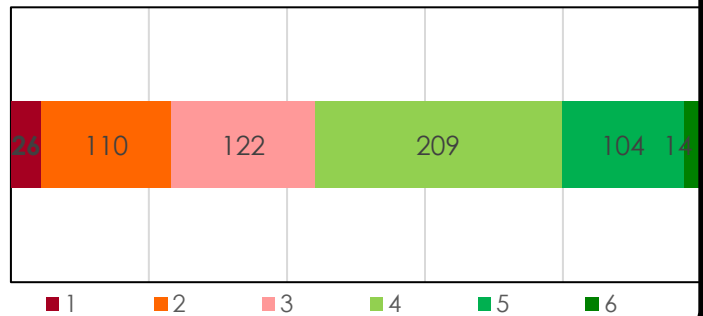
Importance Of This Factor

Rewards and recognition systems need to be designed in such a way that the desired behaviour is encouraged. If people are rewarded for sustainable behaviours, it is more likely that they will undertake them – the opposite is also true.
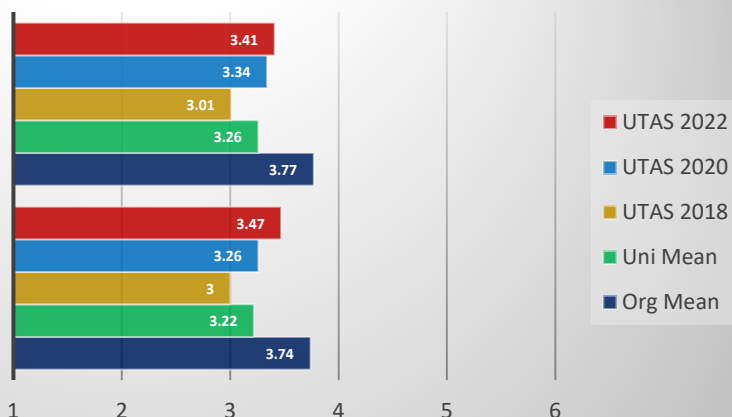
Your Organisation's Results

Although this enabler is invariably among the lowest for all organisations, UTAS saw a solid increase since 2020, indicating that staff feel they are better recognised for their sustainability efforts.

Organisational Enabler: Processes

Processes: Items

PROCESSES ENCOURAGE US TO CONSIDER SUSTAINABILITY IN OUR ACTIONS AND DECISIONS
- UTAS 2022: 3.41
- UTAS 2020: 3.34
- UTAS 2018: 3.01
- Uni Mean: 3.26
- Org Mean: 3.77

THE SYSTEMS AND PROCESSES AT THE UNIVERSITY SUPPORT US TO MAKE DECISIONS WHICH ARE CONSISTENT WITH OUR SUSTAINABILITY GOALS
- UTAS 2022: 3.47
- UTAS 2020: 3.26
- UTAS 2018: 3
- Uni Mean: 3.22
- Org Mean: 3.74

Legend:
- UTAS 2022
- UTAS 2020
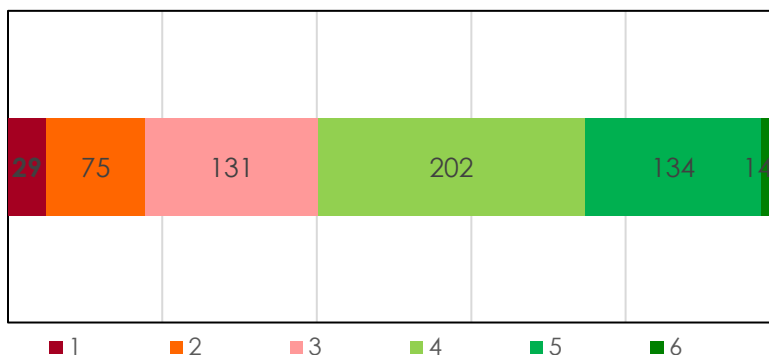- UTAS 2018
- Uni Mean
- Org Mean

Definition

The degree to which people feel the systems and processes are aligned with sustainability.

For more resources for this enabler, including research findings and strategies for improvement, go to

www.awake.com.au/processes

Range of Responses: Processes
(Rounded: Mean = 3.44)

1	2	3	4	5	6
29	75	131	202	134	14

Importance Of This Factor

When systems and processes are aligned with sustainability goals, it is more likely that these goals will be achieved. This provides clarity and certainty for people, and make it easy to do the right thing.

Your Organisation's Results

Processes at UTAS showed an increase from 2020 and are above the tertiary institution average. Policies surrounding working from home and travelling are still areas for improvement cited in the written comments.

Organisational Enabler: Facilities

Facilities: Items

THE FACILITIES IN THE UNIVERSITY ARE WELL-EQUIPPED TO SUPPORT SUSTAINABLE BEHAVIOURS
- UTAS 2022: 3.33
- UTAS 2020: 3.21
- UTAS 2018: 2.99
- Uni Mean: 3.27
- Org Mean: 3.82

THE PHYSICAL/BUILT ENVIRONMENT IN THIS UNIVERSITY MAKES IT EASY TO CHOOSE SUSTAINABLE BEHAVIOURS
- UTAS 2022: 3.17
- UTAS 2020: 3.14
- UTAS 2018: 2.91
- Uni Mean: 3.38
- Org Mean: 3.77

Legend:
- ■ UTAS 2022
- ■ UTAS 2020
- ■ UTAS 2018
- ■ Uni Mean
- ■ Org Mean

Axis: 1 2 3 4 5 6
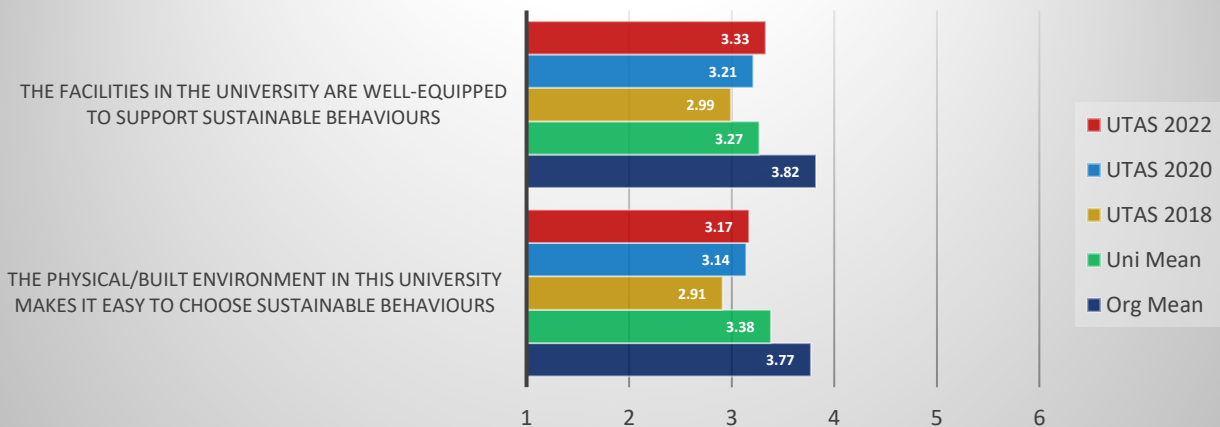
Definition

The degree to which people feel the physical environment and facilities in the workplace support sustainable behaviours.

For more resources for this enabler, including research findings and strategies for improvement, go to

www.awake.com.au/facilities

Range of Responses: Facilities
(Rounded: Mean = 3.25)

- 1: 36
- 2: 103
- 3: 133
- 4: 199
- 5: 100
- 6: 15

Legend: ■ 1 ■ 2 ■ 3 ■ 4 ■ 5 ■ 6
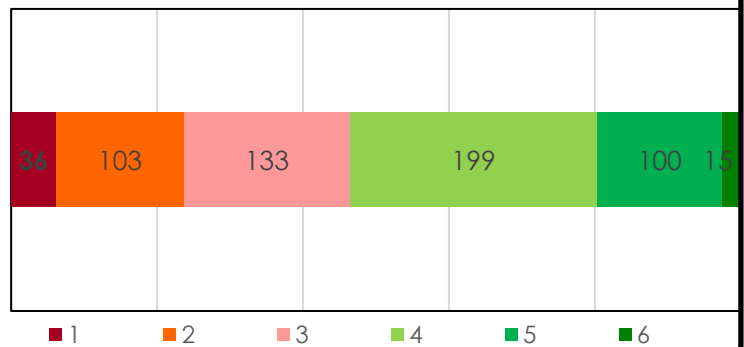
Importance Of This Factor

Behaviour is strongly influenced by one's physical surroundings. If a workplace is designed in such a way as to make sustainable behaviours easy and unsustainable behaviours difficult, the former are more likely to prevail. This includes making sustainable options the default (e.g. double-sided printing), and clear directions for sustainable behaviours (e.g. waste disposal)
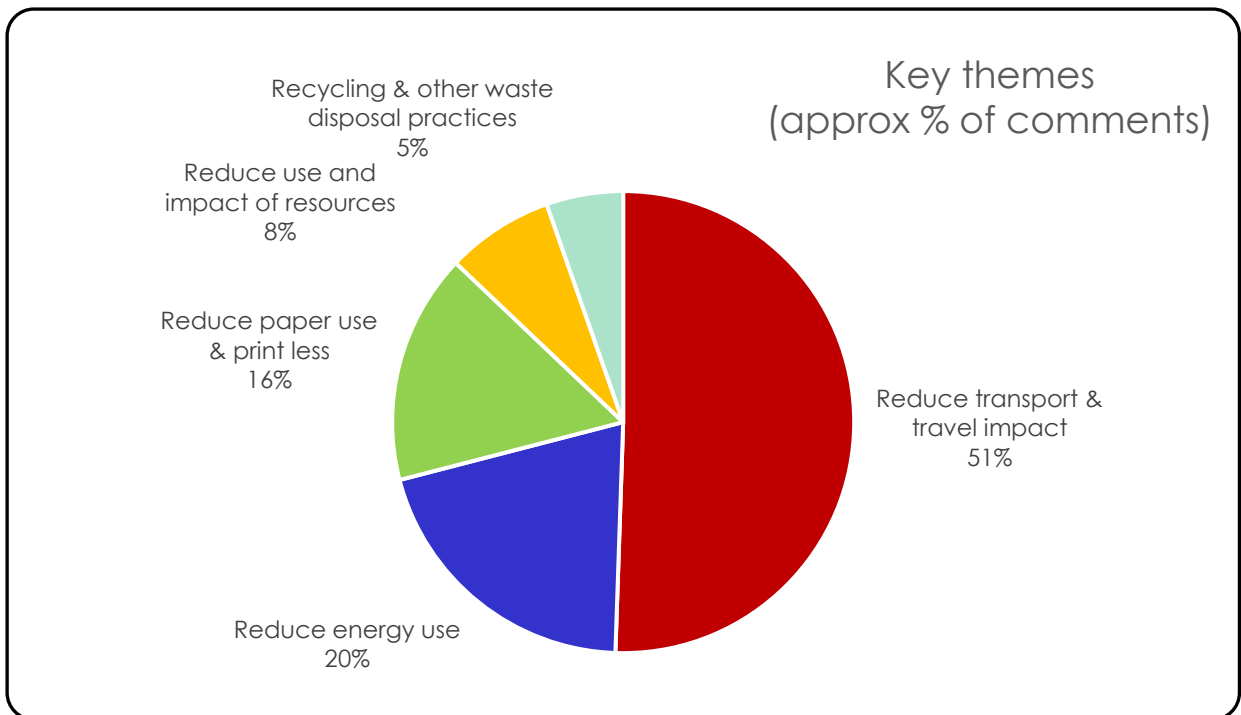
Your Organisation's Results

The score for this enabler increased slightly since 2020. Facilities and infrastructure to support lower-impact travel choices are the main areas for improvement cited in the written comments.

Written Comments – Key Themes

What is the biggest change you could PERSONALLY make in order to decrease the environmental impact of your direct work activities?

(see appendix document "All written comments" for full comments)

Key themes
(approx % of comments)

- Recycling & other waste disposal practices 5%
- Reduce use and impact of resources 8%
- Reduce paper use & print less 16%
- Reduce energy use 20%
- Reduce transport & travel impact 51%

Written Comments – Key Themes

"What is the main thing stopping you from taking that action?"

(see appendix document "All written comments" for full comments)

Key themes
(approx % of comments)

- Support & commitment of others 6%
- Budget 6%
- Nothing 6%
- Time & priorities 10%
- Policies and processes 21%
- Facilities, services & infrastructure 26%
- Practicality, necessity, job requirements 25%
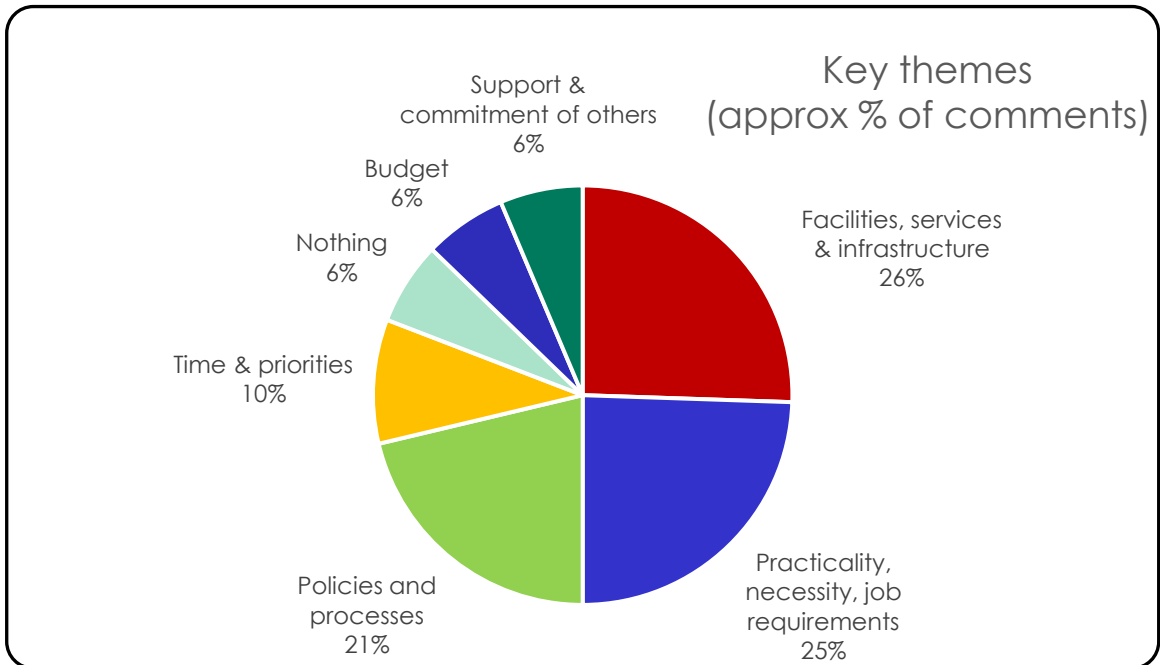
Written Comments – Key Themes

"What is the most important change the University could make in order to operate in a more sustainable way?"

(see appendix document "All written comments" for full comments)
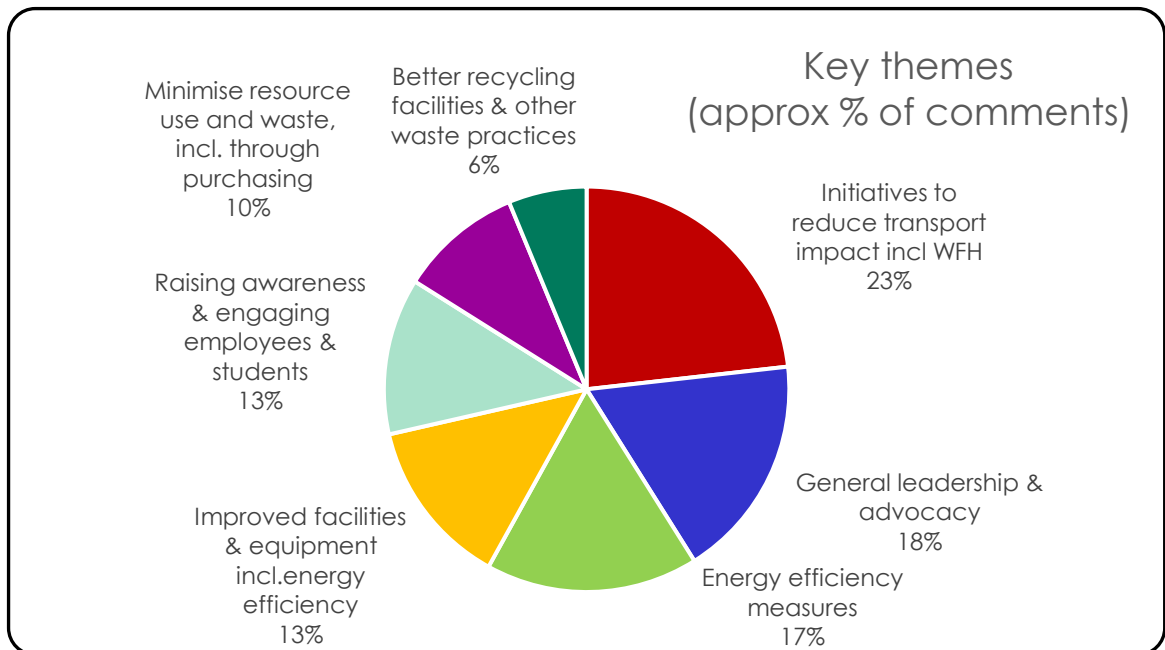
Key themes
(approx % of comments)

- Minimise resource use and waste, incl. through purchasing 10%
- Better recycling facilities & other waste practices 6%
- Initiatives to reduce transport impact incl WFH 23%
- Raising awareness & engaging employees & students 13%
- General leadership & advocacy 18%
- Improved facilities & equipment incl.energy efficiency 13%
- Energy efficiency measures 17%

Written Comments – Key Themes

"Please name one sustainability behaviour/activity/practice that you think the University DOES WELL"

(see appendix document "All written comments" for full comments)
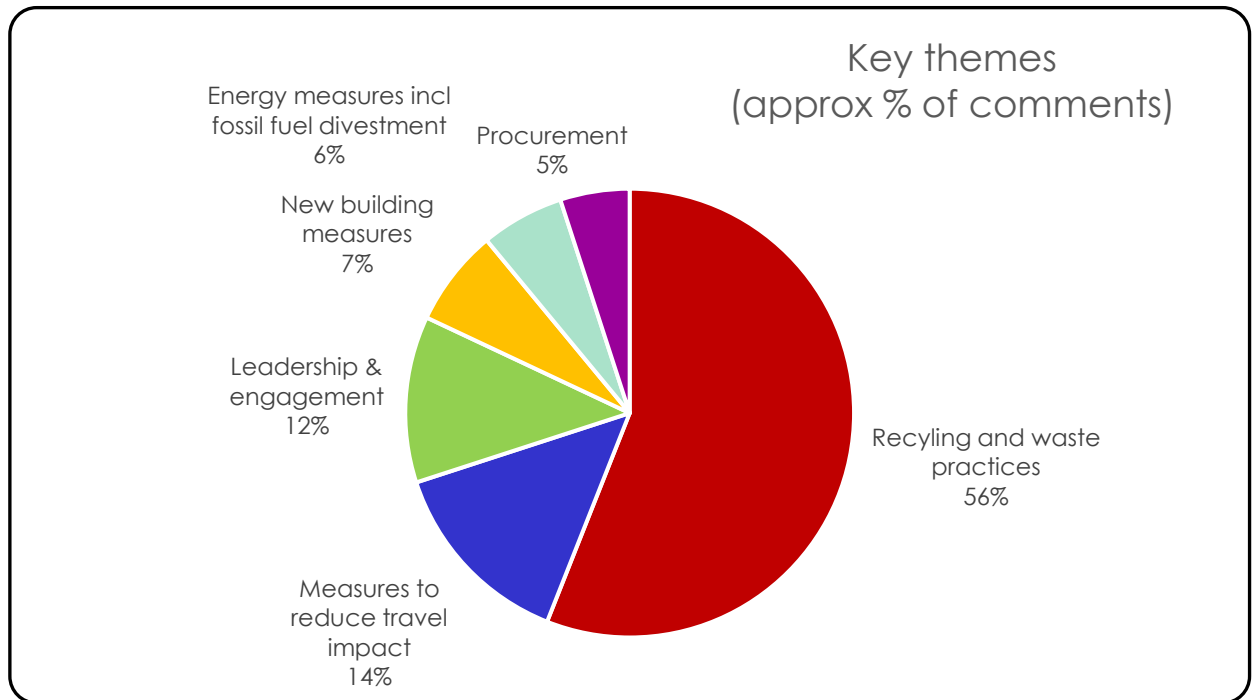
Key themes
(approx % of comments)

Energy measures incl fossil fuel divestment
6%

Procurement
5%

New building measures
7%

Leadership & engagement
12%

Recyling and waste practices
56%

Measures to reduce travel impact
14%

Written Comments – Key Themes

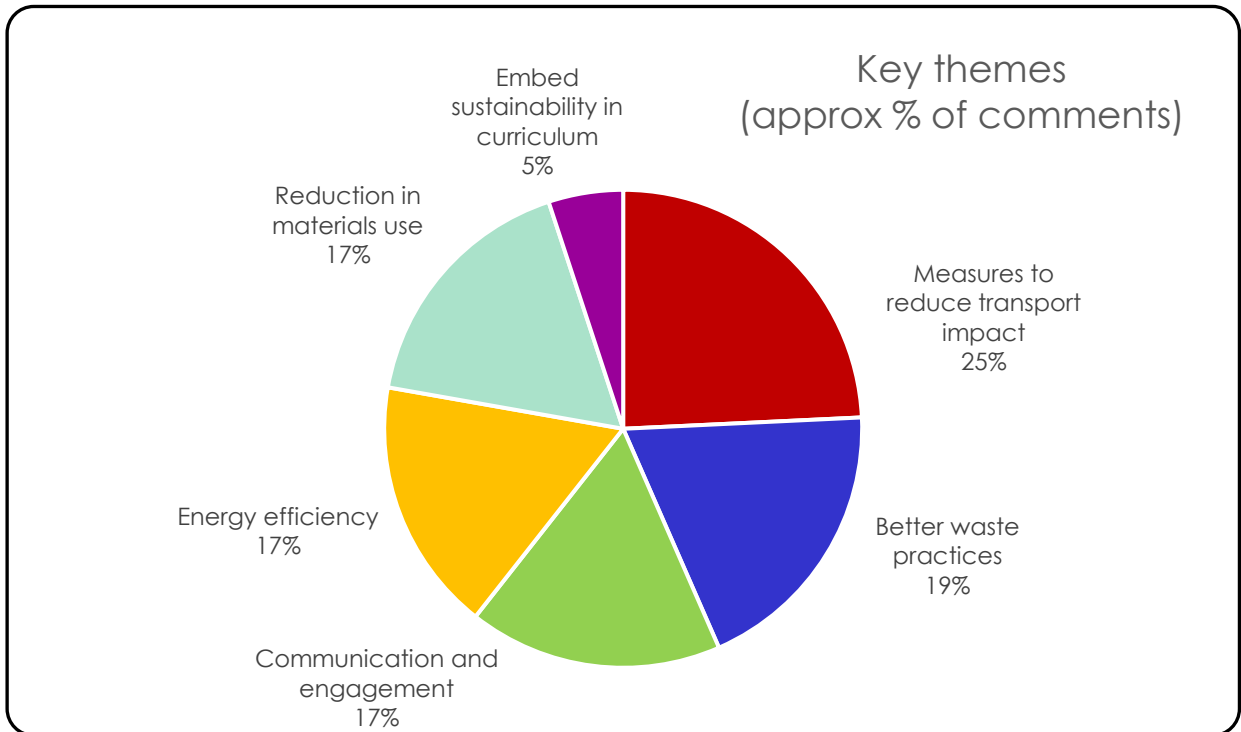*"Please name one sustainability behaviour/activity/practice that you think the University COULD DO BETTER"*

(see appendix document "All written comments" for full comments)

Key themes
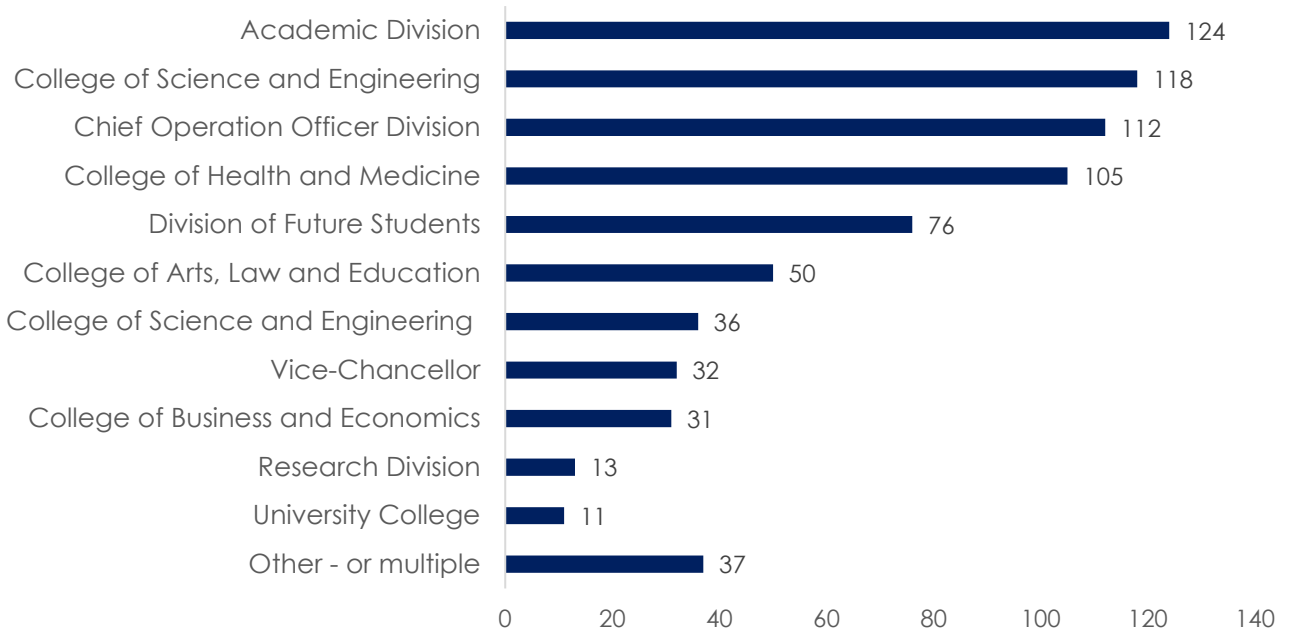(approx % of comments)

Embed sustainability in curriculum
5%

Reduction in materials use
17%

Measures to reduce transport impact
25%

Better waste practices
19%

Energy efficiency
17%

Communication and engagement
17%

Appendix: Demographic Analysis

Who Completed The Survey?

Total = 587

Number of Responses by Division/Area

Division/Area	Number
Academic Division	124
College of Science and Engineering	118
Chief Operation Officer Division	112
College of Health and Medicine	105
Division of Future Students	76
College of Arts, Law and Education	50
College of Science and Engineering	36
Vice-Chancellor	32
College of Business and Economics	31
Research Division	13
University College	11
Other - or multiple	37

The charts below compare division's mean scores for all of the enablers.

Enablers by Division

Legend:
- Vice-Chancellor
- University College
- Division of Future Students
- College of Science and Engineering
- College of Science and Engineering
- College of Health and Medicine
- College of Business and Economics
- College of Arts, Law and Education
- Chief Operation Officer Division
- Academic Division

Behaviours by Division

Legend:
- Vice-Chancellor
- University College
- Division of Future Students
- College of Science and Engineering
- College of Science and Engineering
- College of Health and Medicine
- College of Business and Economics
- College of Arts, Law and Education
- Chief Operation Officer Division
- Academic Division

Total = 587

Number of Responses by Role Type

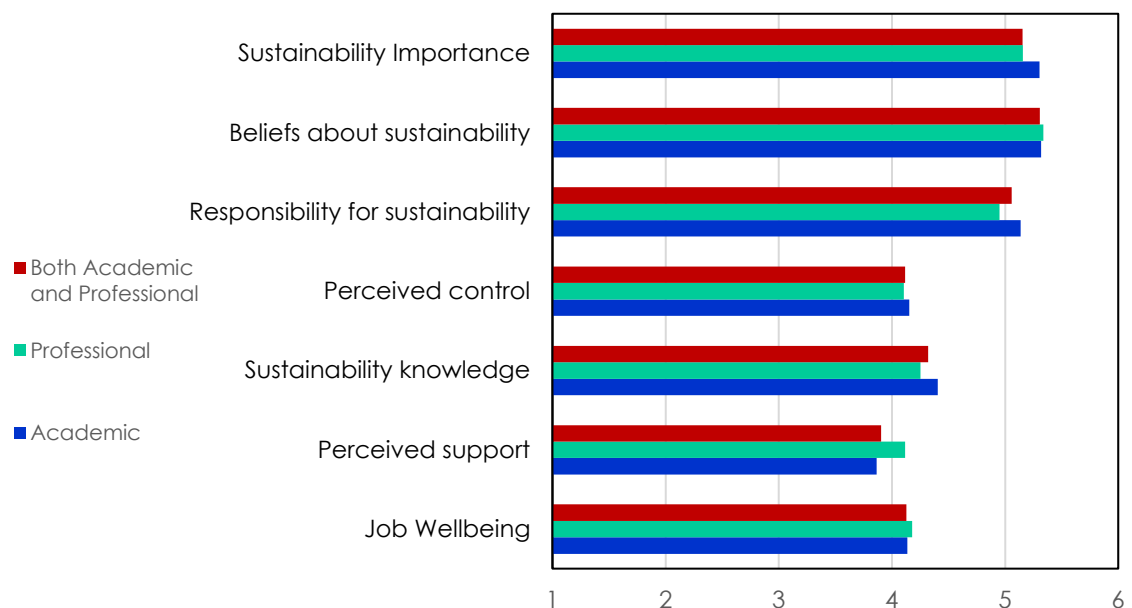Both Academic and Professional, 51

Academic, 287

Professional, 463
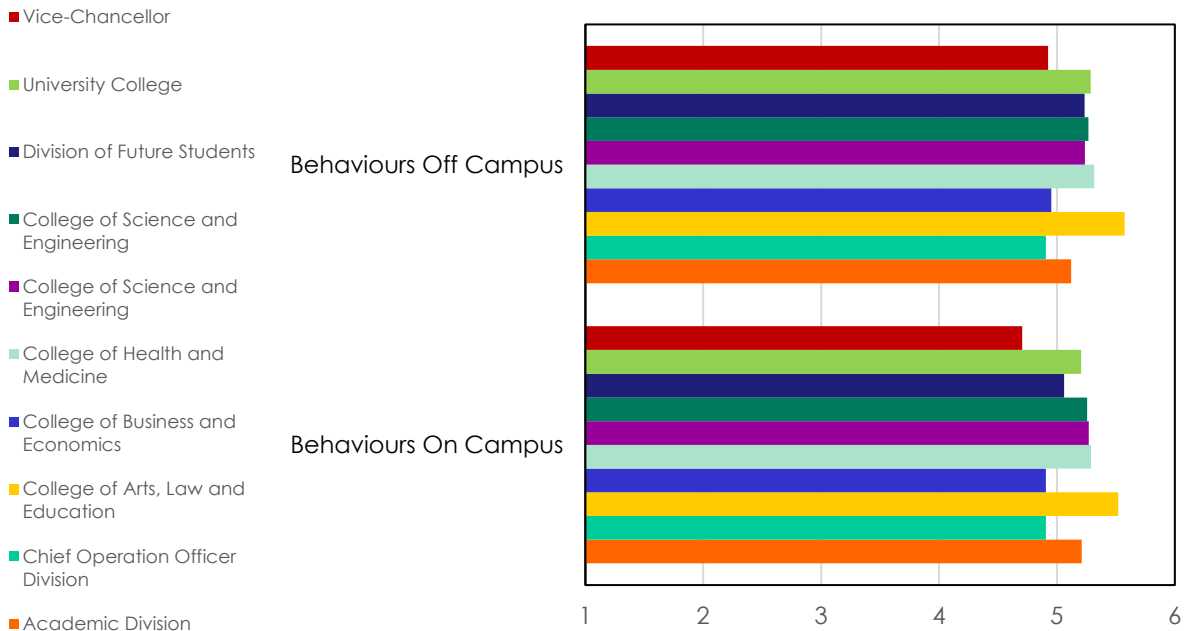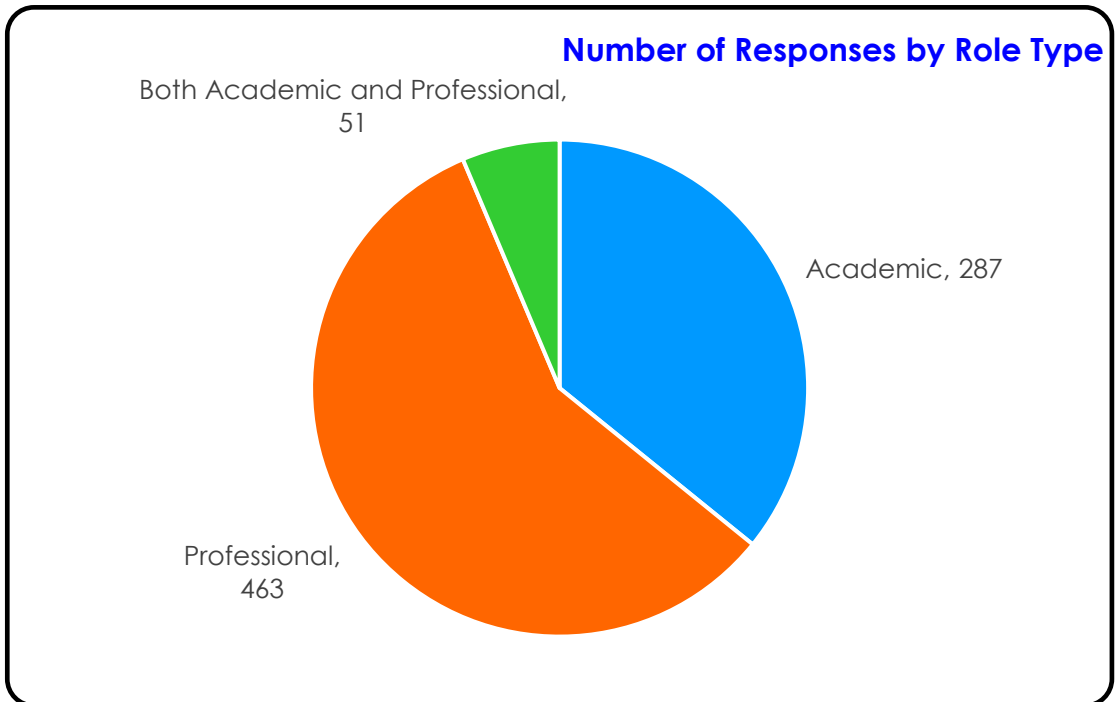
Results by Role Type

The charts below compare role type mean scores for all of the enablers.
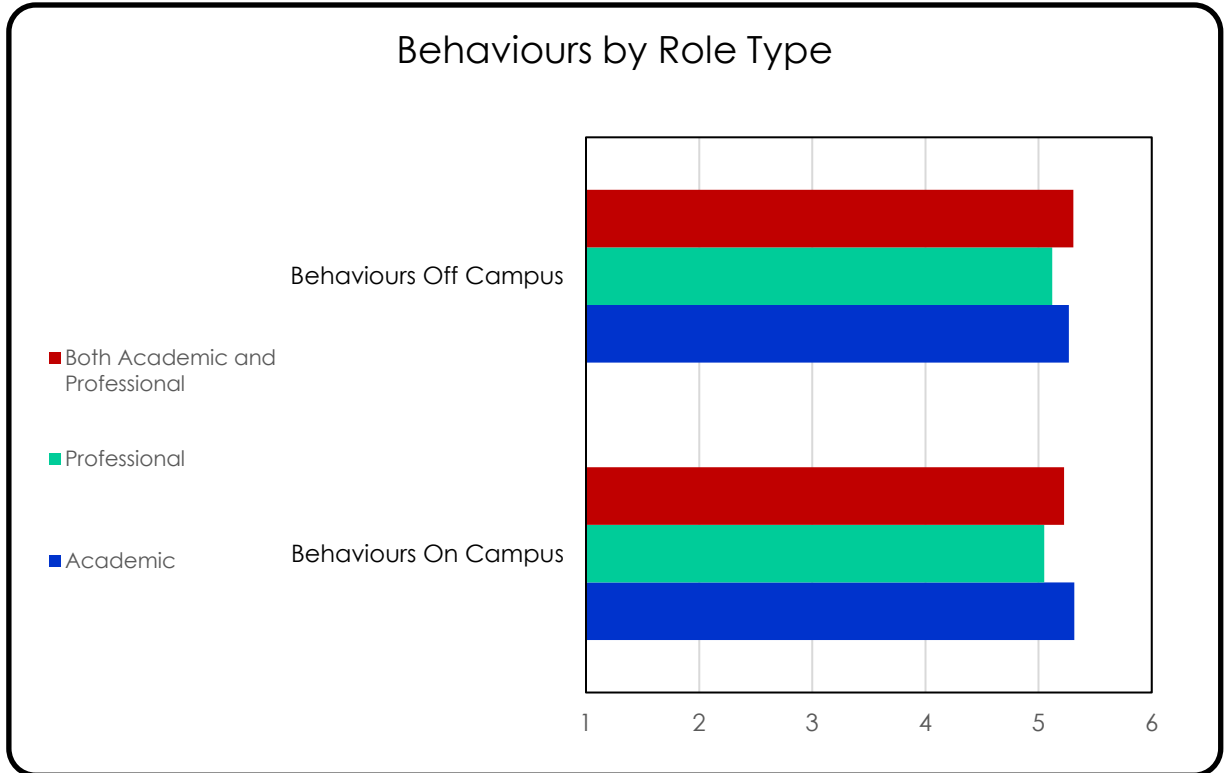
Organisational Enablers by Role Type

Legend:
- Both Academic and Professional
- Professional
- Academic

Categories (top to bottom): Strategic commitment, Sustainability Leadership, Activities to embed sustainability, Innovation, Job responsibilities, Rewards & Recognition, Processes, Facilities

Individual Enablers by Role Type

Legend:
- Both Academic and Professional
- Professional
- Academic

Categories (top to bottom): Sustainability Importance, Beliefs about sustainability, Responsibility for sustainability, Perceived control, Sustainability knowledge, Perceived support, Job Wellbeing

The chart below compares role type mean scores for a <u>composite</u> of all the behaviours.

Behaviours by Role Type

- Both Academic and Professional
- Professional
- Academic

Who Completed The Survey?

Total = 587

Number of Responses by Region

Sydney, 12
North-West , 22
NA/Distance, 8
Other, 8
North, 187
South, 524
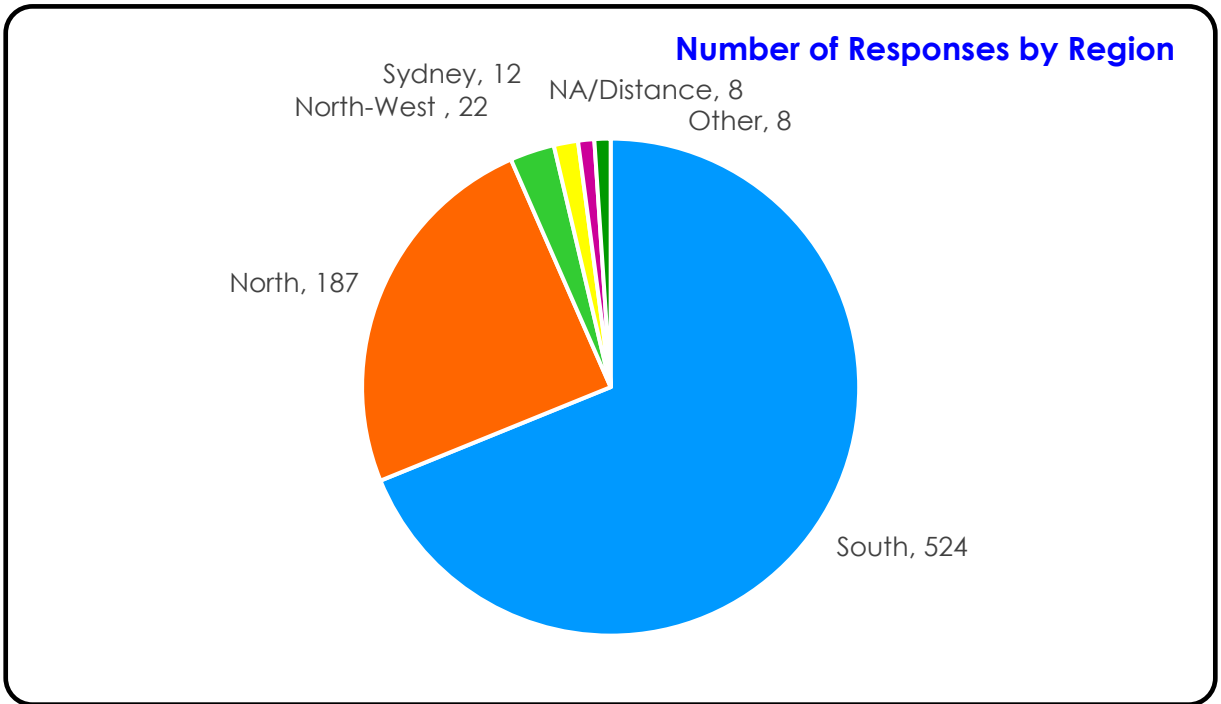
The charts below compare Region mean scores for all of the enablers.

Organisational Enablers by Region

Legend:
- South
- North
- North-West
- Sydney
- None/Distance
- Other

Categories (top to bottom):
- Strategic commitment
- Sustainability Leadership
- Activities to embed sustainability
- Innovation
- Job responsibilities
- Rewards & Recognition
- Processes
- Facilities

Individual Enablers by Region

Legend:
- South
- North
- North-West
- Sydney
- None/Distance
- Other

Categories (top to bottom):
- Beliefs about sustainability
- Responsibility for sustainability
- Perceived control
- Sustainability knowledge
- Perceived support
- Job Wellbeing

The chart below compares region mean scores for a <u>composite</u> of all the behaviours.

Behaviours by Region

Legend:
- ■ South
- ■ North
- ■ North-West
- ■ Sydney
- ■ None/Distance
- ■ Other

Categories: Behaviours Off Campus, Behaviours On Campus

X-axis: 1, 2, 3, 4, 5, 6

Who Completed The Survey?

Total = 587

Number of Responses by Gender

- Prefer not to say, 21
- Use a different term, 3
- Non-binary, 4
- Other, 2
- Man or male, 297
- Woman or female, 431
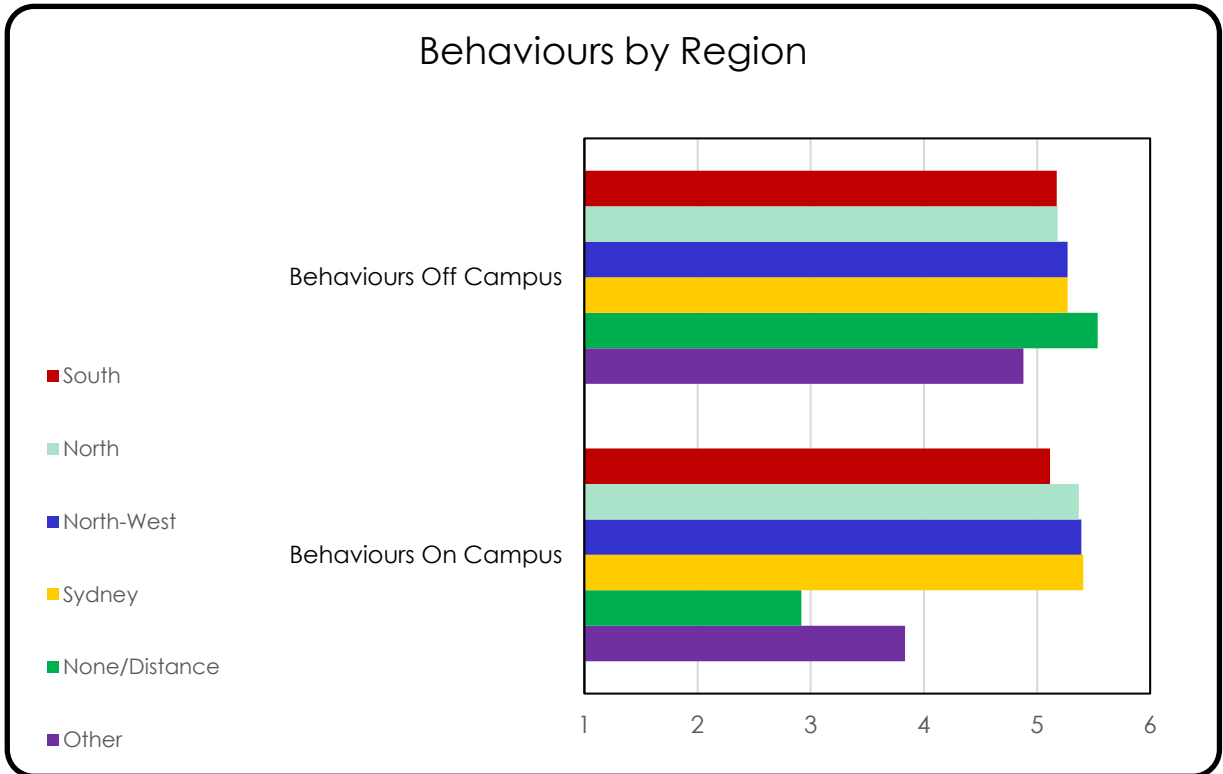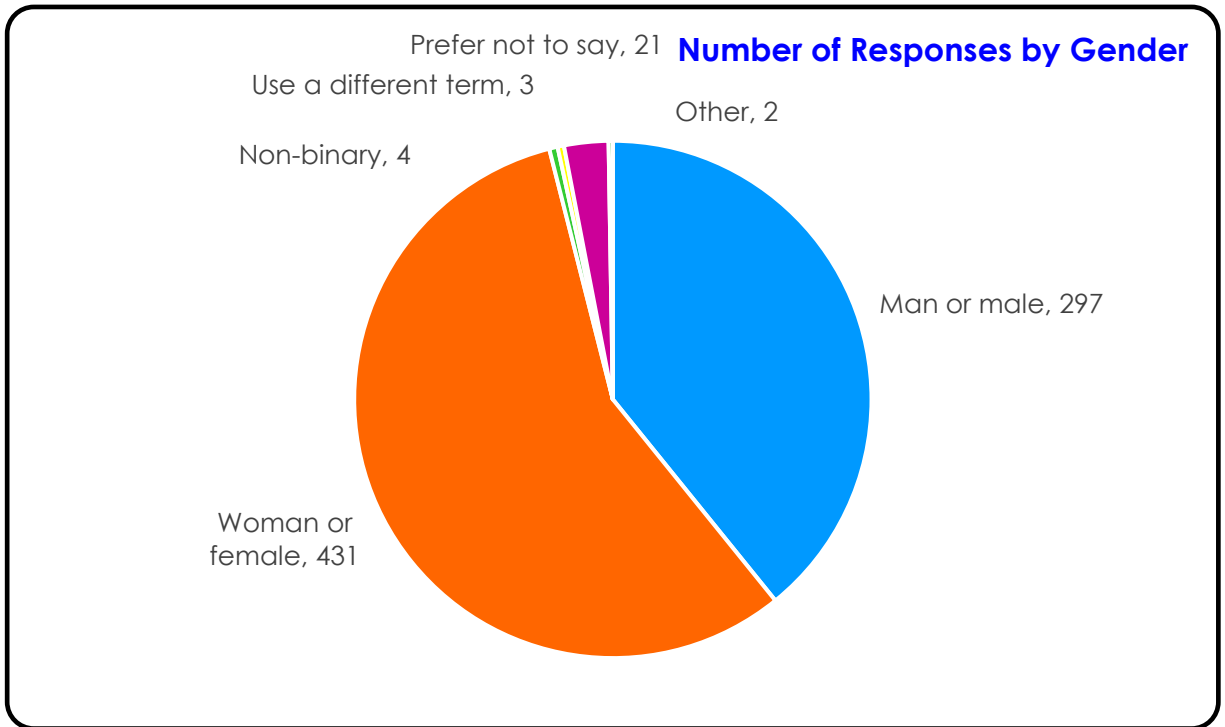
The charts below compare gender mean scores for all of the enablers.

Organisational Enablers by Gender

Legend: Man or male, Woman or female, Non-binary, Use a different term, Prefer not to say, Other

Individual Enablers by Gender
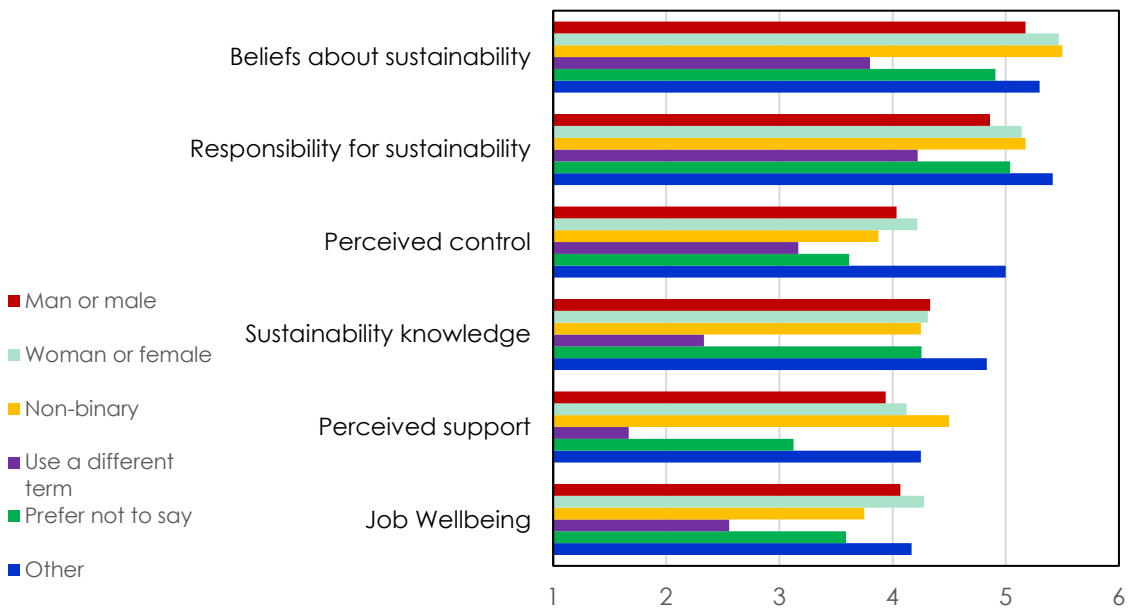
Legend: Man or male, Woman or female, Non-binary, Use a different term, Prefer not to say, Other

The chart below compares gender mean scores for a <u>composite</u> of all the behaviours.

Behaviours by Gender

Legend:
- ■ Man or male
- ■ Woman or female
- ■ Non-binary
- ■ Use a different term
- ■ Prefer not to say
- ■ Other

Who Completed The Survey?

Total = 587

Number of Responses by Employment Type

Adjunct / Honorary, 26

Casual, 83

Fixed-term contract, 173
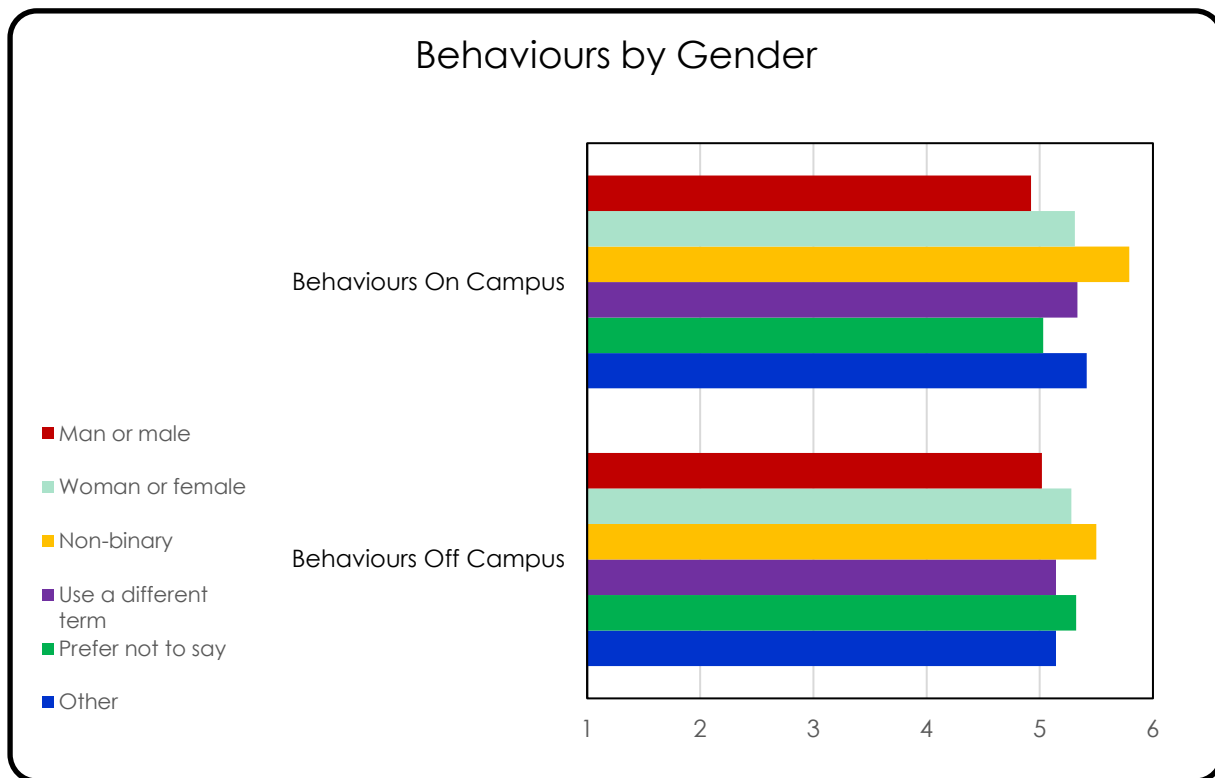
Tenured/Permanent, 477
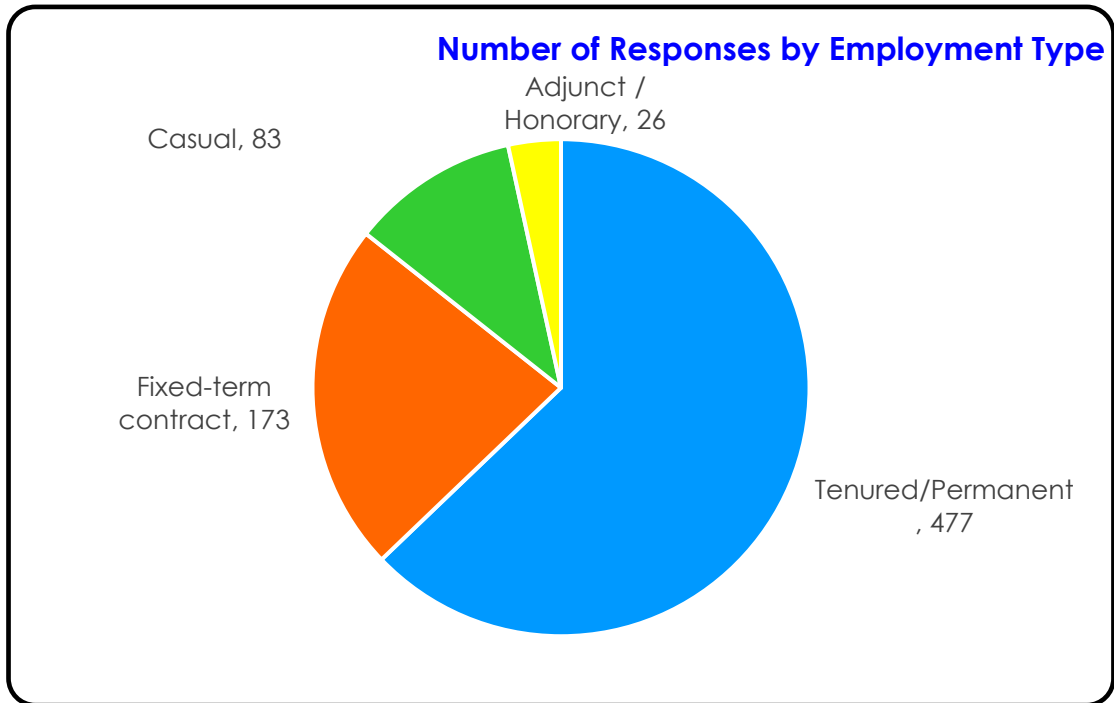
Results by Employment Type

The charts below compare Employment Type mean scores for all of the enablers.

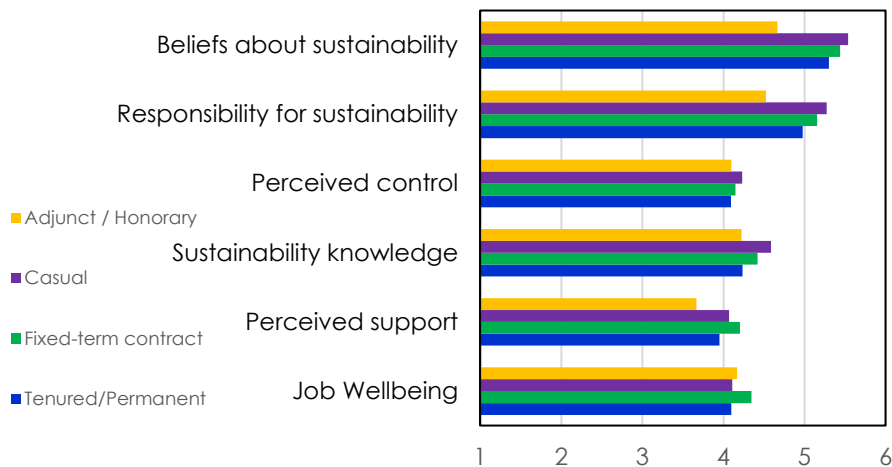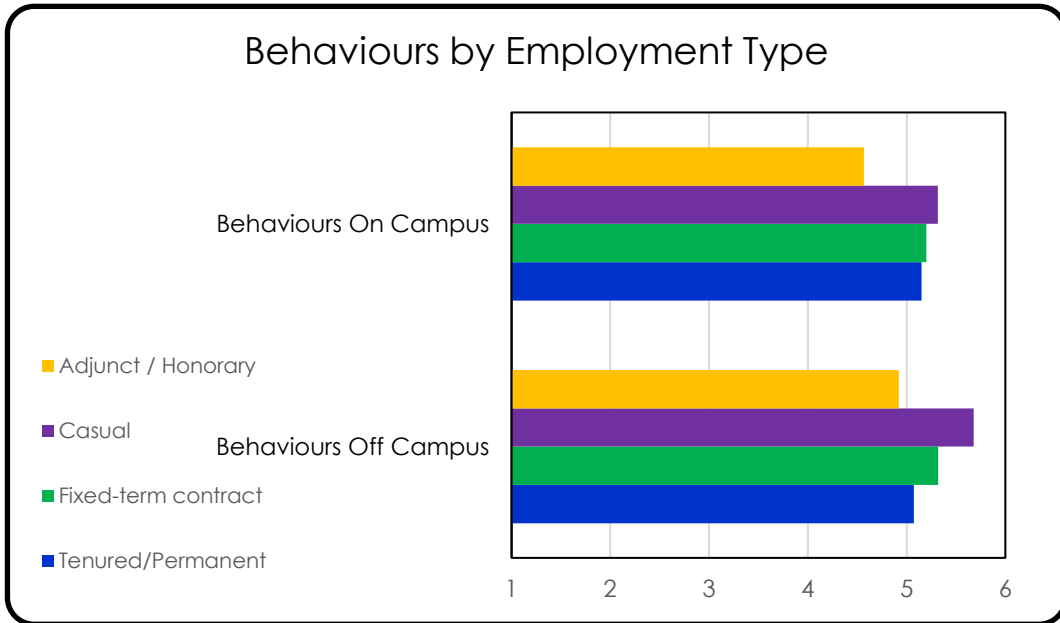Organisational Enablers by Employment Type

Individual Enablers by Employment Type

The chart below compares Employment Type mean scores for a <u>composite</u> of all the behaviours.

Behaviours by Employment Type

Who Completed The Survey?

Total = 587

Number of Responses by Age Range

Pie chart segments:
- 18-24 yrs, 23
- 25-34 yrs, 119
- 35-44 yrs, 207
- 45-54 yrs, 205
- 55-64 yrs, 149
- 65-74 yrs, 26
- 75 yrs or over, 8
- Prefer not to specify, 22
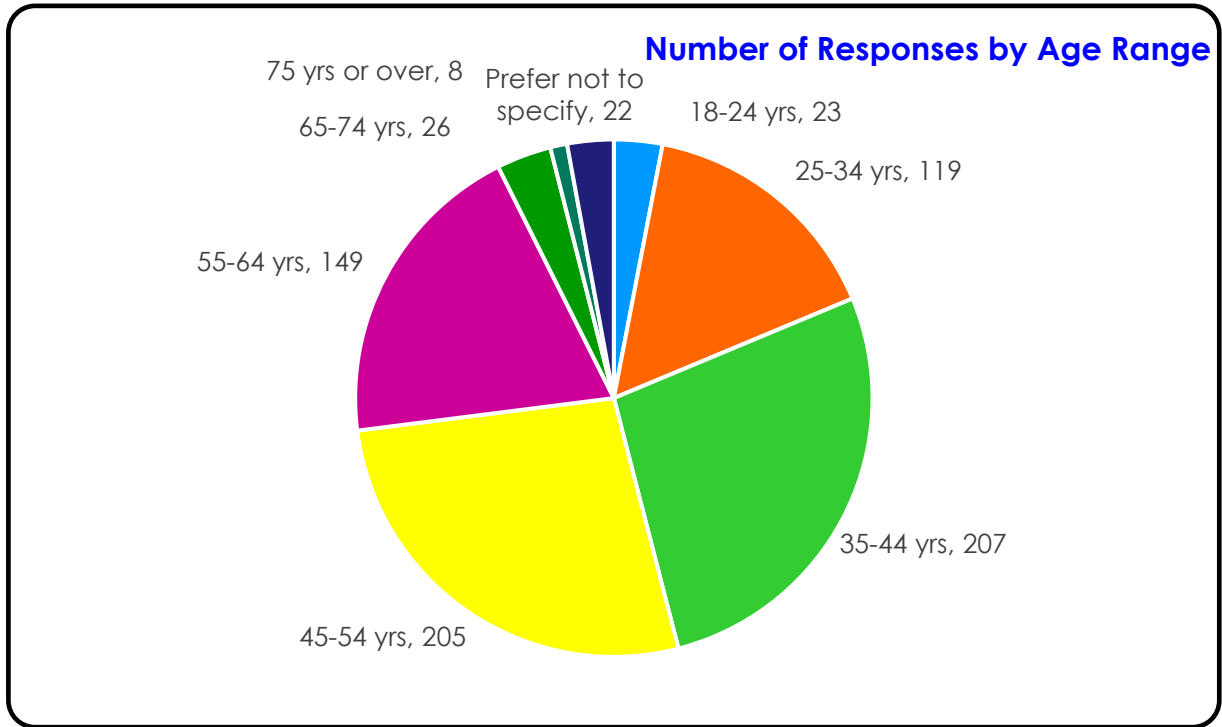
The charts below compare Age Range mean scores for all of the enablers.

Organisational Enablers by Age Range

Legend:
- 75 years or over
- 65-74 years
- 55-64 years
- 45-54 years
- 35-44 years
- 25-34 years
- 18-24 years

Categories:
- Strategic commitment
- Sustainability Leadership
- Activities to embed sustainability
- Innovation
- Job responsibilities
- Rewards & Recognition
- Processes
- Facilities

Individual Enablers by Age Range

Legend:
- 75 years or over
- 65-74 years
- 55-64 years
- 45-54 years
- 35-44 years
- 25-34 years
- 18-24 years

Categories:
- Beliefs about sustainability
- Responsibility for sustainability
- Perceived control
- Sustainability knowledge
- Perceived support
- Job Wellbeing

The chart below compares Age Range mean scores for a <u>composite</u> of all the behaviours.

Behaviours by Age Range

Who Completed The Survey?

Total = 587

Number of Responses by Length of Service

- Less than 1 yr, 103
- 1 – 3 yrs, 120
- 4 – 6 yrs, 152
- 7 – 9 yrs, 121
- 10 – 12 yrs, 75
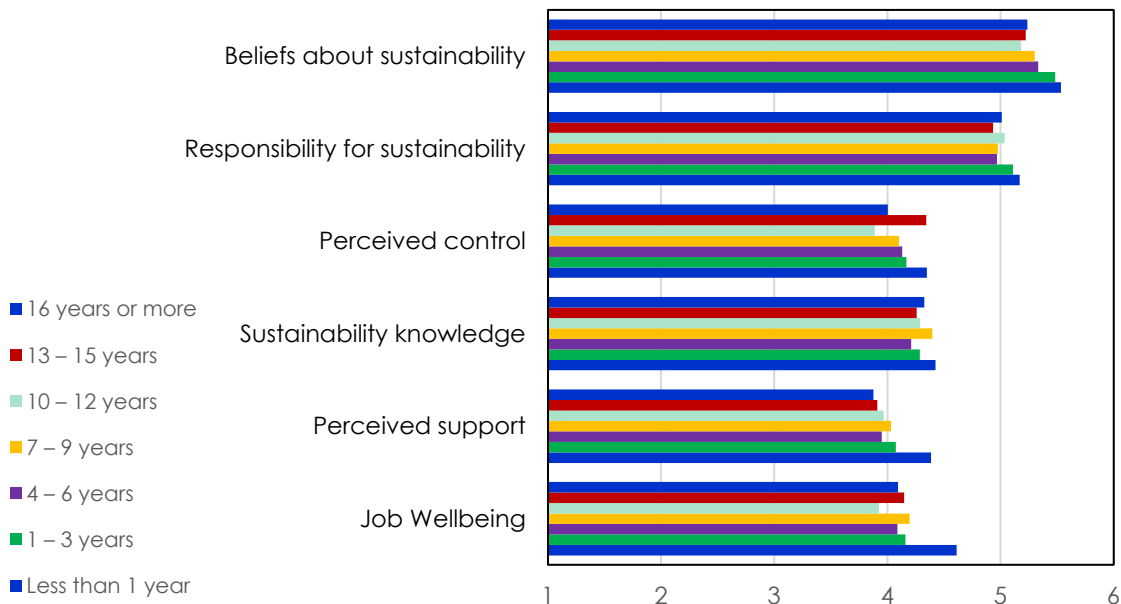- 13 – 15 yrs, 57
- 16 yrs or more, 134
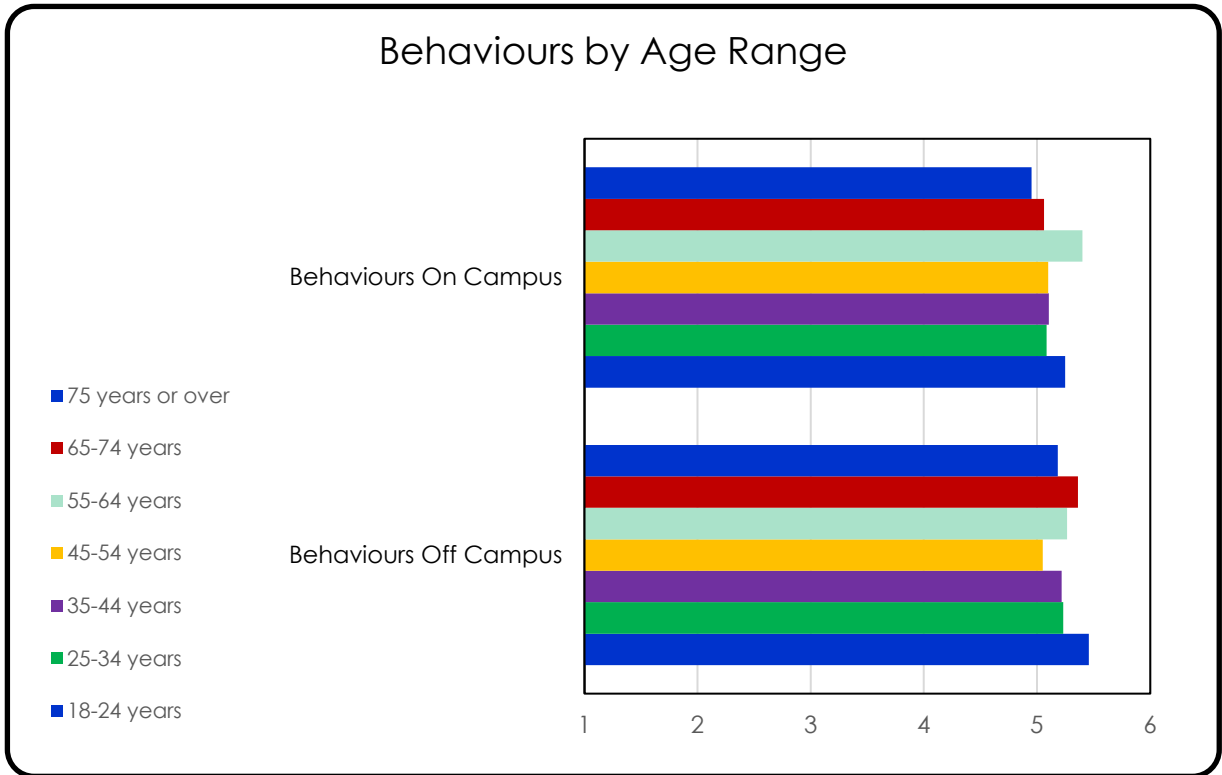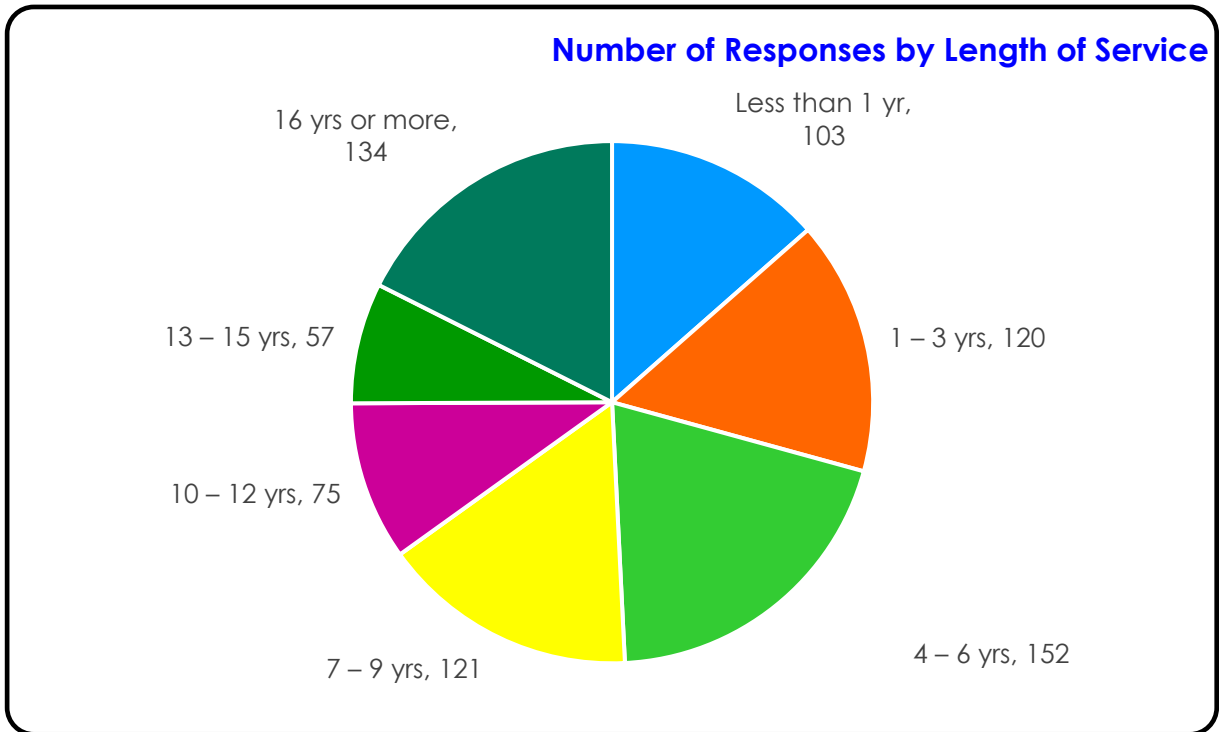
Results by Length of Service

The charts below compare Length of Service mean scores for all the enablers.

Organisational Enablers by Length of Service

Legend:
- 16 years or more
- 13 – 15 years
- 10 – 12 years
- 7 – 9 years
- 4 – 6 years
- 1 – 3 years
- Less than 1 year

Categories: Strategic commitment, Sustainability Leadership, Activities to embed sustainability, Innovation, Job responsibilities, Rewards & Recognition, Processes, Facilities

Individual Enablers by Length of Service

Legend:
- 16 years or more
- 13 – 15 years
- 10 – 12 years
- 7 – 9 years
- 4 – 6 years
- 1 – 3 years
- Less than 1 year

Categories: Beliefs about sustainability, Responsibility for sustainability, Perceived control, Sustainability knowledge, Perceived support, Job Wellbeing

The chart below compares Length of Service mean scores for a <u>composite</u> of all the behaviours.

Behaviours by Length of Service

Legend:
- 16 years or more
- 13 – 15 years
- 10 – 12 years
- 7 – 9 years
- 4 – 6 years
- 1 – 3 years
- Less than 1 year