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BABEȘ-BOLYAI UNIVERSITY  
TRADITIO ET EXCELLENTIA



Centrul Qualitas  
Qualitas Központ  
Qualitas Zentrum  
Qualitas Centre

# ASSESSMENT OF EMPLOYEE INVOLVEMENT IN SUSTAINABLE DEVELOPMENT

2026



UBB  
goes  
green

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## Introduction

Babeş-Bolyai University (UBB) first expressed its commitment to sustainable development through the [\*UBB Goes Green\*](#) strategy, adopted in 2016. With the aim of understanding the results of the last decade's efforts, as well as identifying possible directions for future development, the University decided to assess the level of involvement of its staff in sustainable development. This first report presents an analysis of the assessment results.

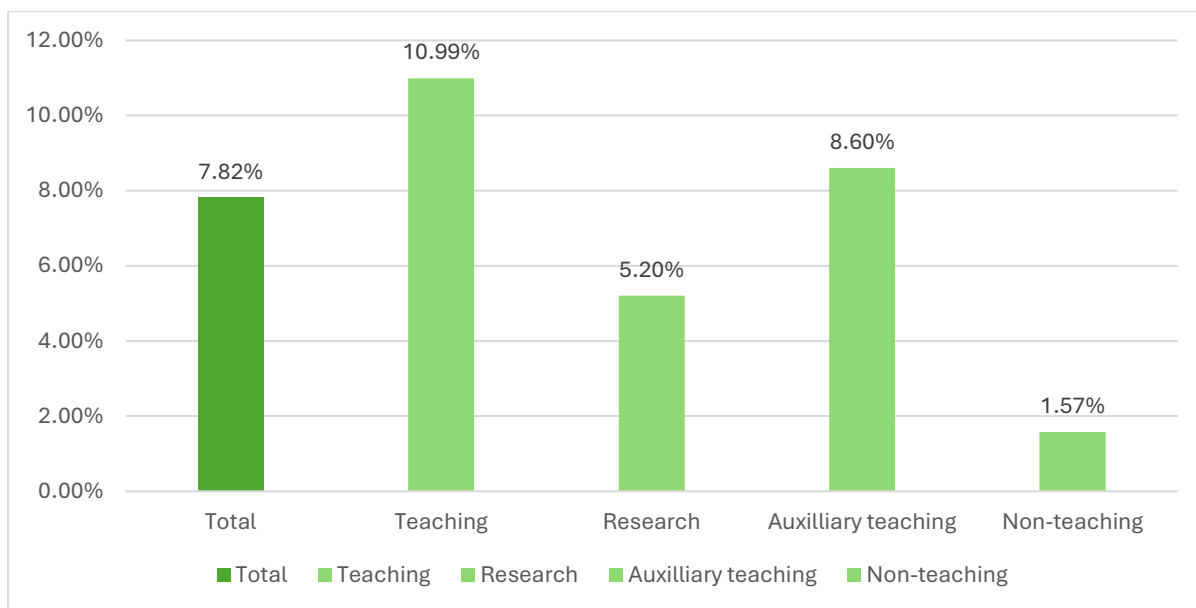
## Methodology

The survey was conducted between 30 March and 15 May, using a questionnaire accessible via the QuestionPro platform, administered by the Qualitas Centre, in accordance with the dedicated operational procedure adopted by [\*Administrative Council Decision No. 3137/17.03.2025\*](#). The questionnaire was available in Romanian, Hungarian, German and English (*Annex 1*) and contains items covering the following aspects:

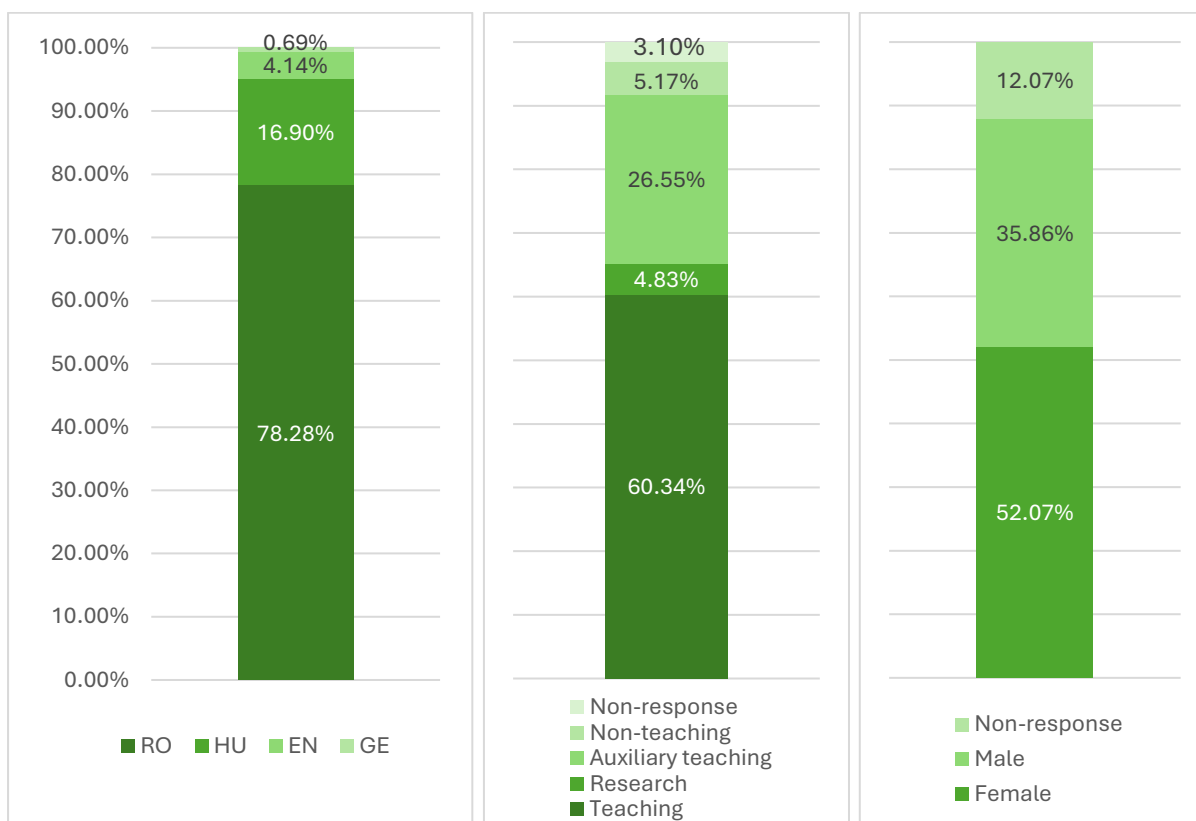
1. self-assessment of knowledge of sustainability-related principles and concepts – questions 1, 2, 3, 7, 9 (measured on a Likert scale ranging from 1 – ‘*not at all familiar*’ to 5 – ‘*very familiar*’) and 5 (measured dichotomously);
2. personal involvement in specific activities – questions 10 and 13 (frequency of involvement, measured on an ordinal scale), and 11 (measured dichotomously);
3. opinion on the University’s responsibility in supporting efforts in this area – question 4 (measured on a Likert scale ranging from 1 – ‘*to a very small extent*’ to 5 – ‘*to a very large extent*’), 8 and 12 (measured dichotomously).

## Target population and sample of respondents

Of the total of 3,709 staff employed at UBB (teaching staff, research staff, administrative auxiliary teaching staff, and non-teaching staff), 432 completed the questionnaire. Of the questionnaires they completed, only 290 were validated; the rest were invalidated because they were only partially completed (fewer than half of the questions had been answered). Thus, the response rate at institutional level was 7.82%, and when broken down by job title, the highest response rate was recorded for teaching staff (10.99%) (*Figure 1*). The breakdown of respondents in the sample by the language in which they completed the questionnaire, their job title and gender shows that the majority are teachers, are women and completed the questionnaire in Romanian (*Figure 2*).



**Figure 1.** Response rate by job title



**Figure 2.** The distribution of respondents by language used to complete the questionnaire, job title and gender

Of the 290 respondents, 171 (59%) stated that they were affiliated with a faculty (*Table 1*).

**Table 1.** Breakdown of respondents by faculty

| <b>Faculty</b>                                                  | <b>Number of respondents</b> |
|-----------------------------------------------------------------|------------------------------|
| Faculty of Mathematics and Computer Science                     | 16                           |
| Faculty of Physics                                              | 3                            |
| Faculty of Chemistry and Chemical Engineering                   | 13                           |
| Faculty of Biology and Geology                                  | 8                            |
| Faculty of Geography                                            | 21                           |
| Faculty of Environmental Science and Engineering                | 8                            |
| Faculty of Law                                                  | 3                            |
| Faculty of Letters                                              | 9                            |
| Faculty of History and Philosophy                               | 0                            |
| Faculty of Sociology and Social Work                            | 13                           |
| Faculty of Psychology and Educational Sciences                  | 16                           |
| Faculty of Economics and Business Administration                | 2                            |
| Faculty of European Studies                                     | 7                            |
| Faculty of Business                                             | 4                            |
| Faculty of Political, Administrative and Communication Sciences | 7                            |
| Faculty of Physical Education and Sport                         | 6                            |
| Faculty of Orthodox Theology                                    | 2                            |
| Faculty of Greek Catholic Theology                              | 1                            |
| Faculty of Reformed Theology and Music                          | 4                            |
| Faculty of Roman Catholic Theology                              | 5                            |
| Faculty of Theatre and Film                                     | 14                           |
| Faculty of Engineering                                          | 9                            |
| Faculty of Medical and Health Sciences                          | 0                            |
| <b>Total</b>                                                    | <b>171</b>                   |

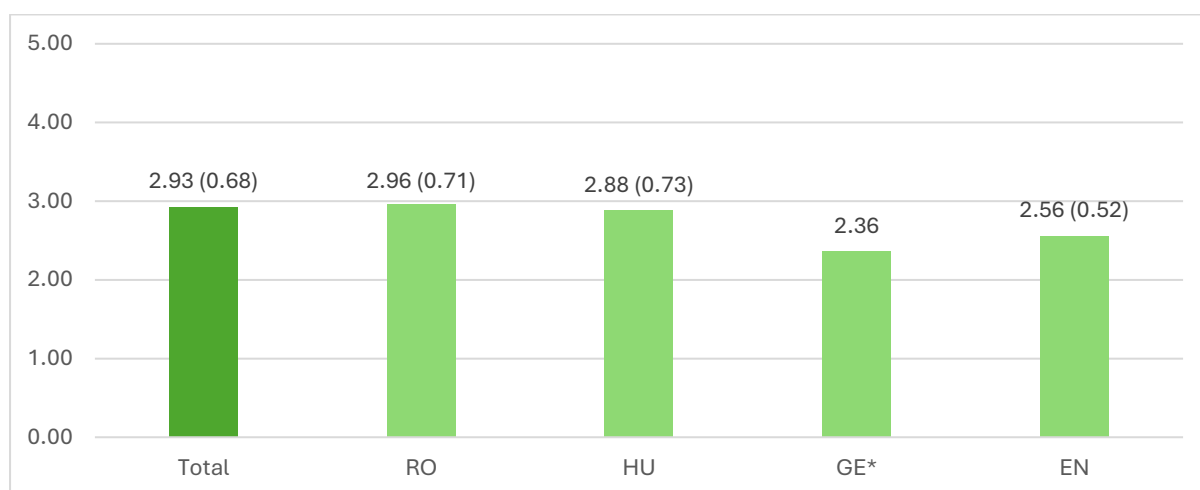
## Presentation of the results

The results of the assessment were analysed from the perspective of the three aspects mentioned above: self-assessment of knowledge of sustainability-related principles and concepts, personal involvement in specific activities, opinion on the University's responsibility in supporting efforts in this area.

The average scores obtained at faculty level are shown in *Annex 2*.

### Self-assessment of knowledge of sustainability-related principles and concepts

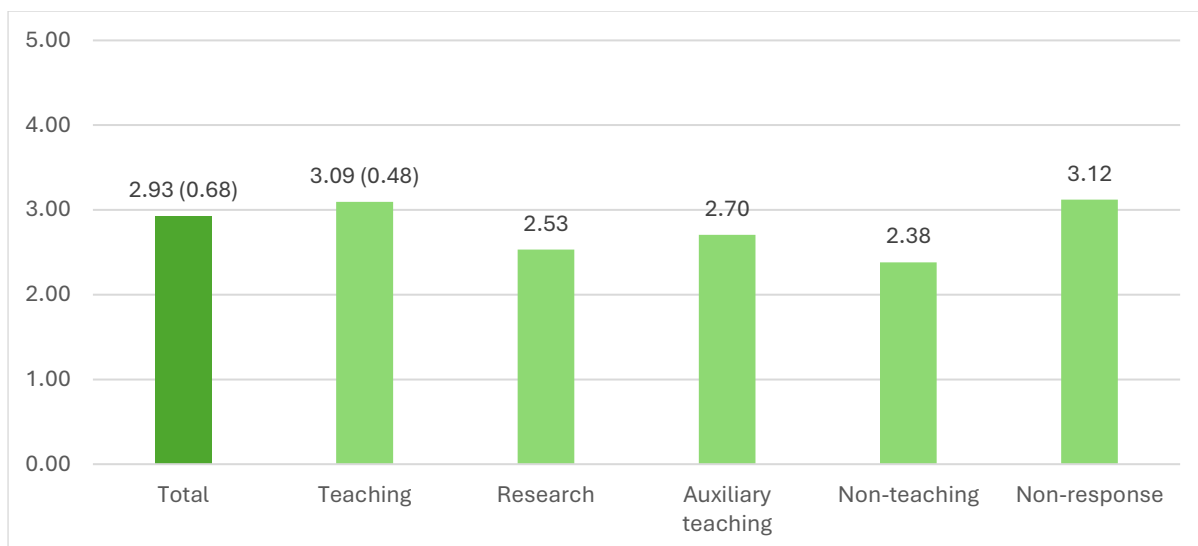
The items relating to the employees' self-assessment of their knowledge of sustainable development were 1, 2, 3, 7 and 9, measured on a Likert scale ranging from a minimum of 1 (*not at all familiar*) to a maximum of 5 (*very familiar*). The average score obtained at institutional level is 2.93, indicating a relatively low level of knowledge regarding sustainable development (*Figure 3*).



**Figure 3.** Average scores obtained for the self-assessment of knowledge of sustainability-related principles and concepts, by the language in which the questionnaire was completed

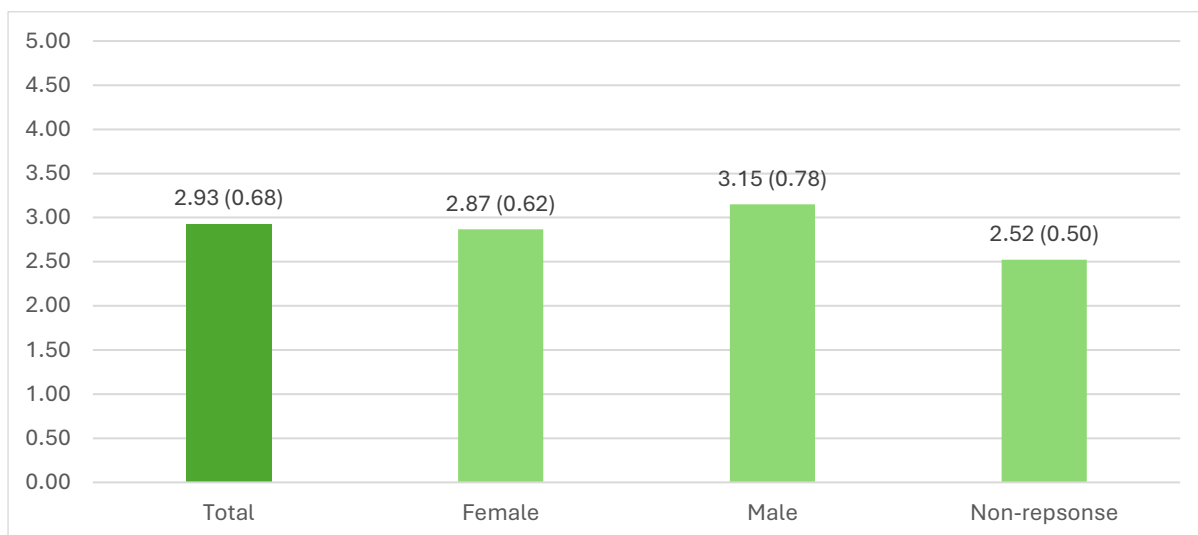
Note: The value of standard deviation is shown in brackets. Only two questionnaires were completed in German.

In relation to job title (*Figure 4*), the average scores range from 2.38 (non-teaching staff) to 3.12 (respondents who did not specify their job title). In terms of the respondents' gender, male respondents generally reported being more familiar with principles and concepts relating to sustainable development (*Figure 5*).



**Figure 4.** Average scores for self-assessment of knowledge of sustainability-related principles and concepts, by job title

Note: The value of standard deviation is shown in brackets.

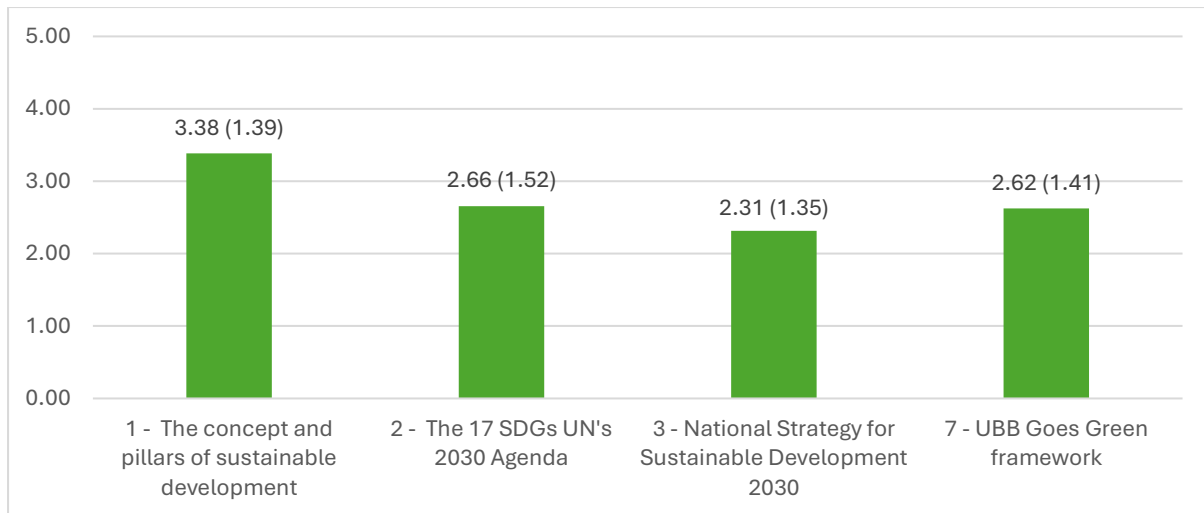


**Figure 5.** Average scores for self-assessment of knowledge of sustainability-related principles and concepts, by gender

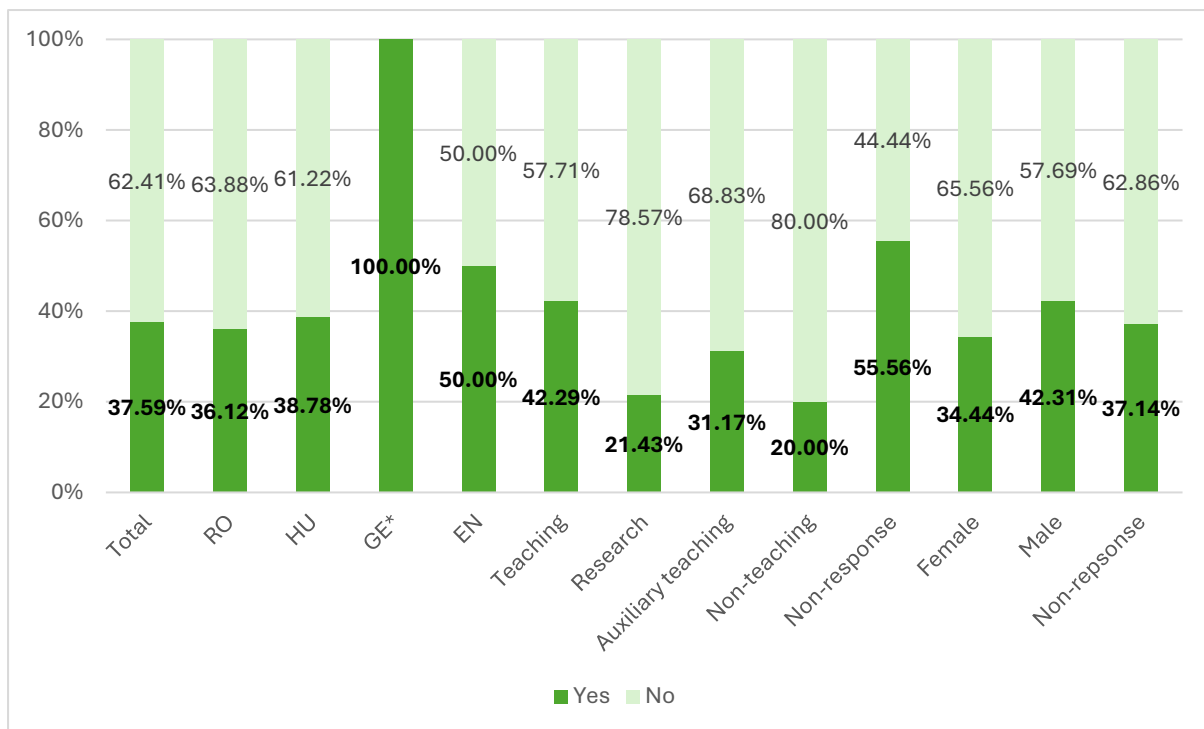
Note: The value of standard deviation is shown in brackets.

The respondents' answers to questions 1, 2, 3 and 7 show that they consider themselves to be fairly familiar with the general concept of sustainable development but reveal a lower level of knowledge regarding key concepts and documents, such as the [UN's 17 Sustainable Development Goals](#) or the [National Strategy for Sustainable Development 2030](#) (Figure 6). The standard deviation for the questions mentioned ranges from 1.39 to 1.52.

The average level of familiarity with the [UBB Goes Green framework](#) is 2.62 (Figure 6). Furthermore, only 37.59 per cent of all respondents answered 'yes' to the question if they were familiar with the University's sustainable development strategy (adopted in 2016) (Figure 7).

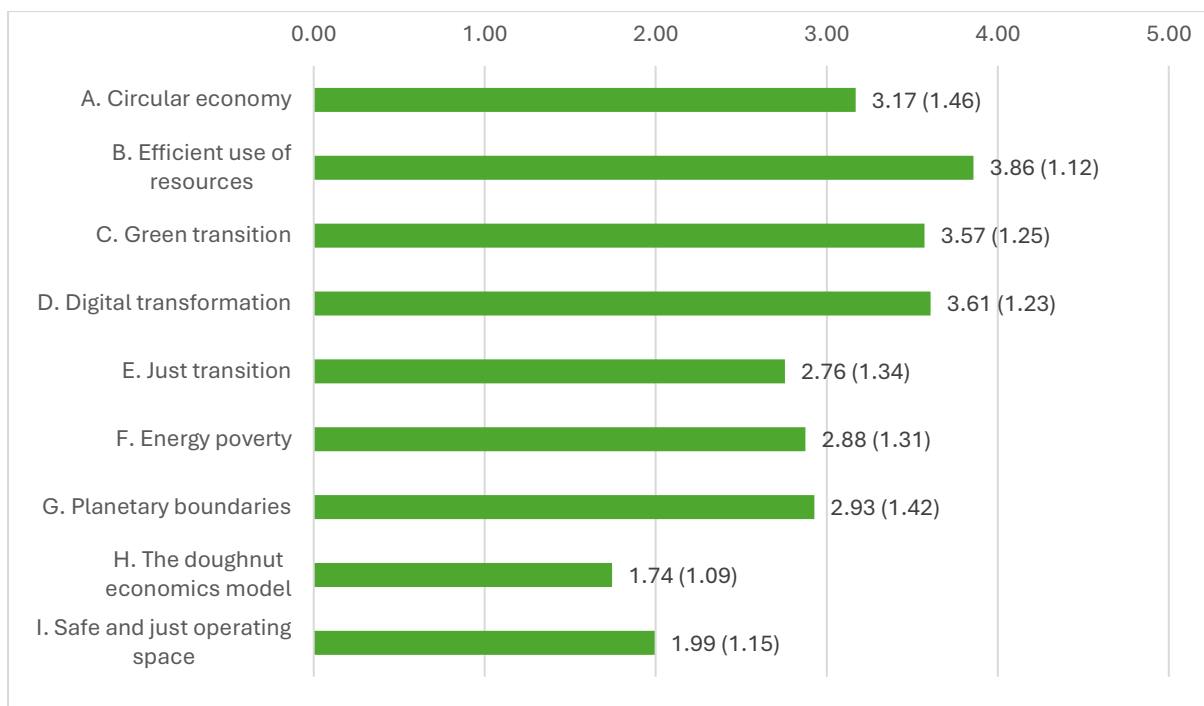


**Figure 6.** Respondents' level of familiarity with key concepts and documents relating to sustainable development  
Note: The value of standard deviation is shown in brackets.



**Figure 7.** Respondents' familiarity with the UBB's sustainable development strategy  
Note: Only two questionnaires were completed in German.

According to the average scores obtained for question 9 measuring respondents' familiarity with specific sustainability-related concepts, terms and models (measured on a Likert scale ranging from 1 – *'not at all familiar'* to 5 – *'very familiar'*), the best-known concepts are *efficient use of resources* (3,86), *digital transformation* (3,61) and *green transition* (3,57), while the least familiar are *the doughnut economics model* (1,74) and *safe and just operating space* (1,99) (Figure 8). The standard deviations for the items in question 9 range from 1.09 to 1.46.



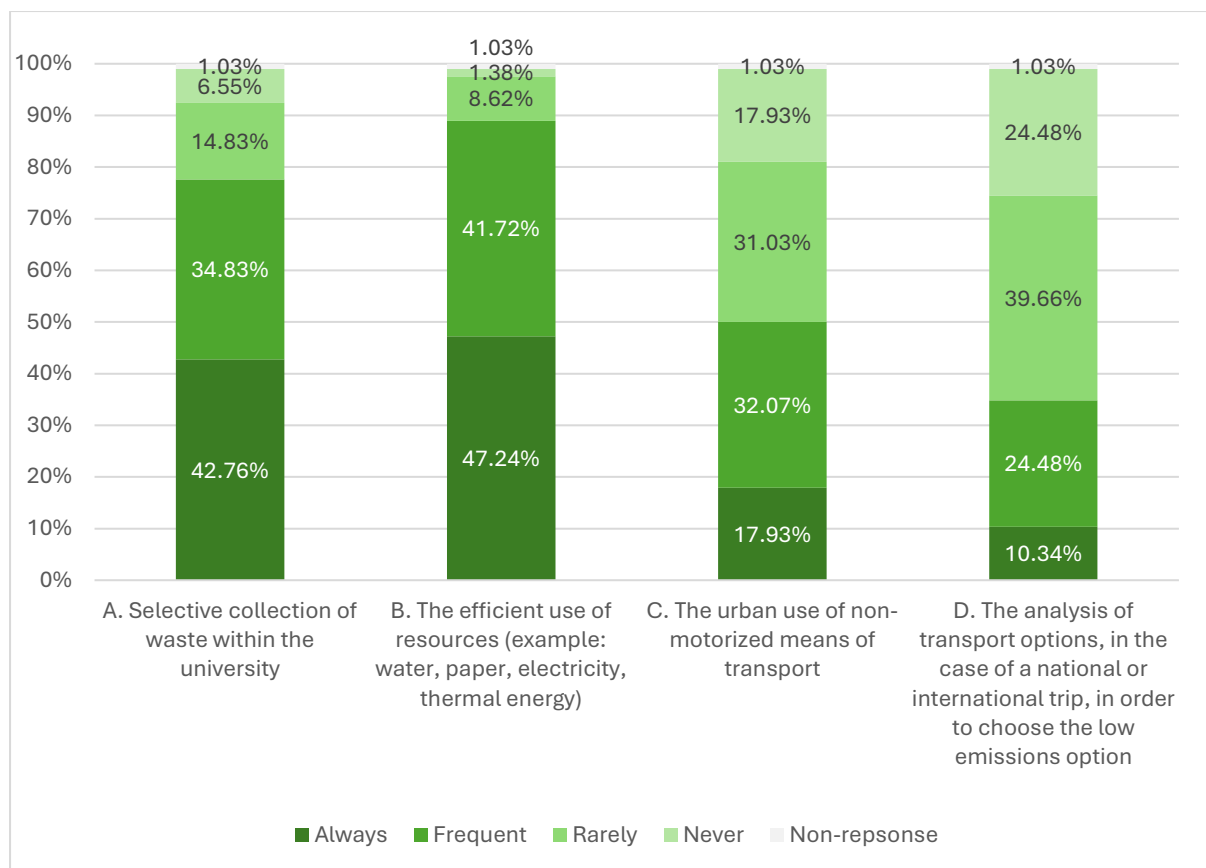
**Figure 8.** Respondents' familiarity with specific sustainability-related concepts, terms and models  
Note: The value of standard deviation is shown in brackets.

## Personal involvement

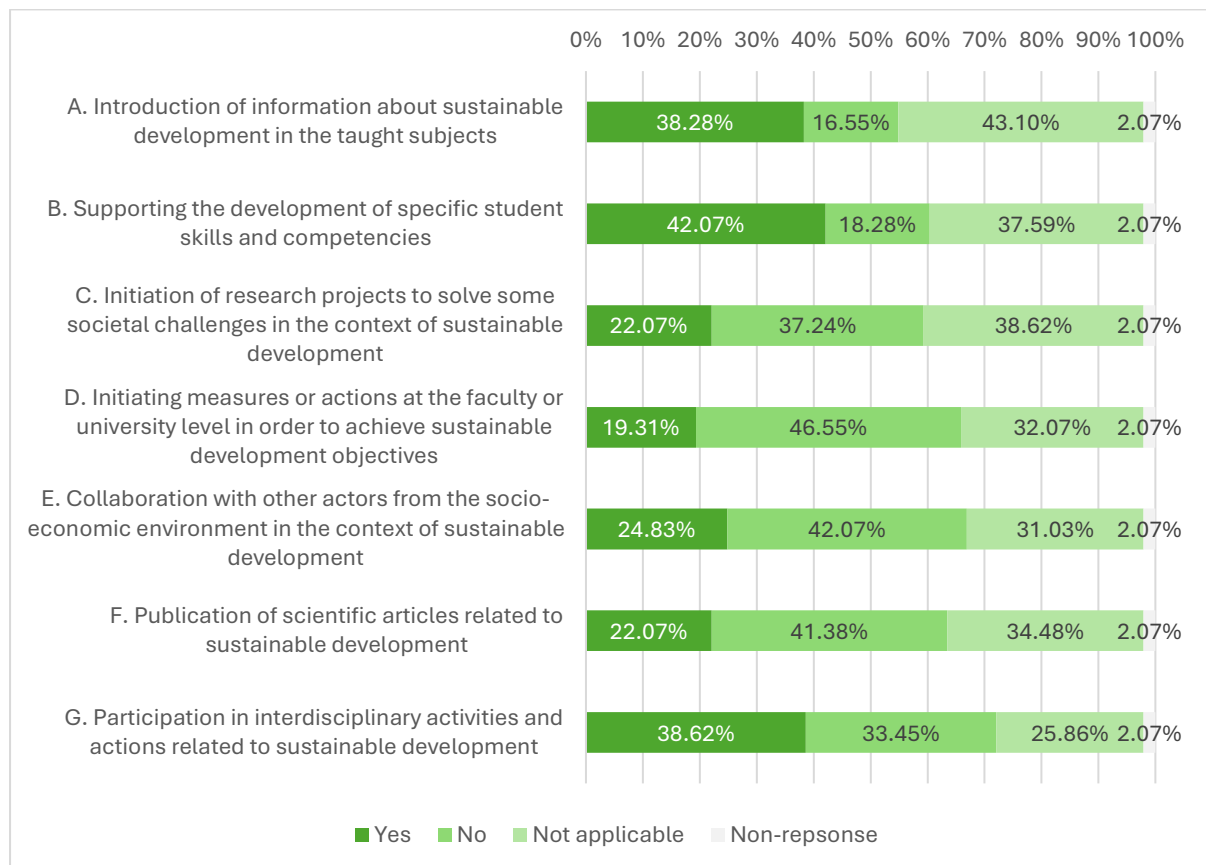
Questions 10, 11 and 13 were designed to assess personal involvement in specific activities relating to sustainable development.

Over 70% of the respondents state that they collect waste selectively and contribute to the efficient use of resources on a regular basis (always or frequently), 50% use non-motorized means of transport in the urban setting, but only 34,83% do regularly opt for the lower-emissions transportations option in the case of a national or international trip (*Figure 9*).

With regard to the promotion of sustainable development through their professional activity (*Figure 10*), the measures most frequently implemented are: *Supporting the development of specific student skills and competencies* (42,07%), *Participation in interdisciplinary activities and actions related to sustainable development* (38,62%) and *Introduction of information about sustainable development in the taught subjects* (38,28%). The least frequently implemented measure is *Initiating measures or actions at the faculty or university level in order to achieve sustainable development objectives* (19,31%).

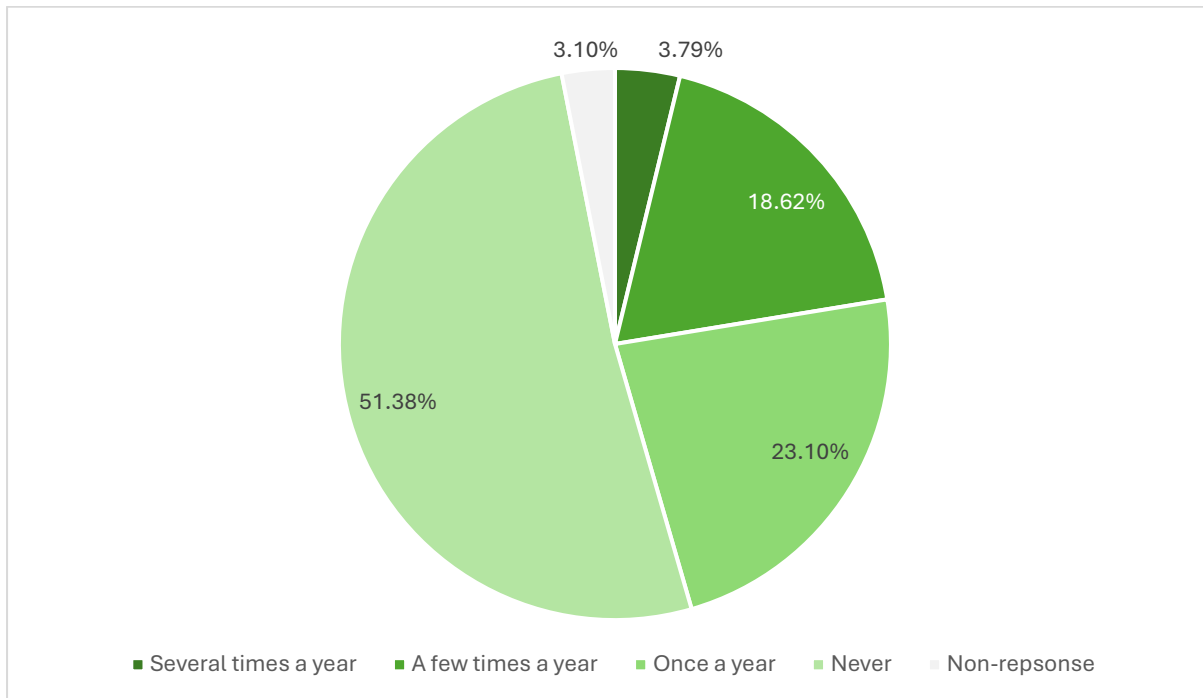


**Figure 9.** How frequently respondents engage in practices that support sustainable development



**Figure 10.** Respondents' promotion of sustainable development through their professional activity

More than half of respondents (51.38%) never participate in events on sustainable development, while less than a quarter (22.41%) take part more than once a year (*Figure 11*).

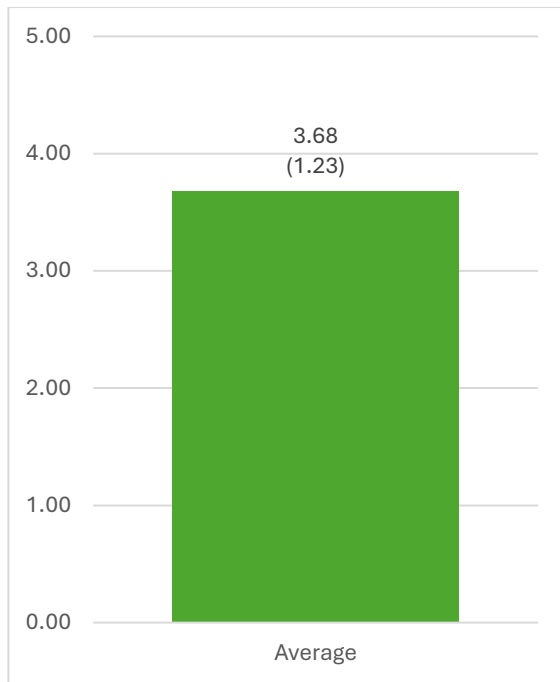


**Figure 11.** Participation in events on sustainable development

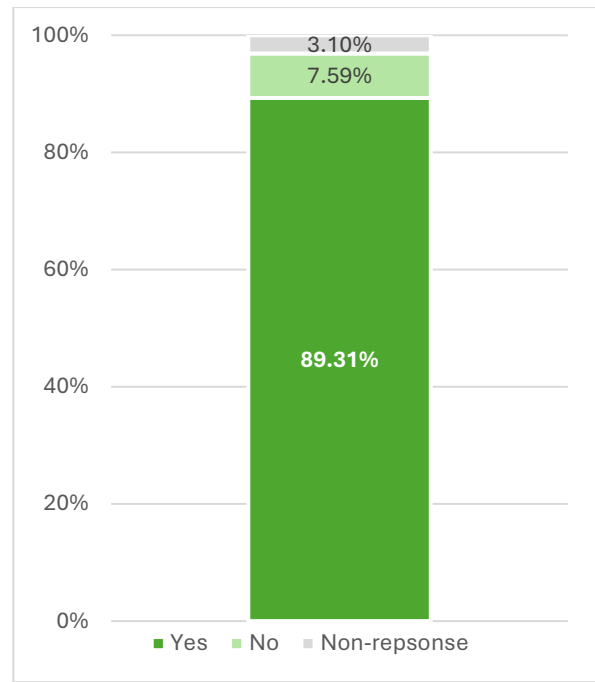
### **Opinion on the University's responsibility in supporting sustainable development efforts**

The respondents' opinion on the University's responsibility in supporting sustainable development efforts was assessed through questions 4, 8 and 12.

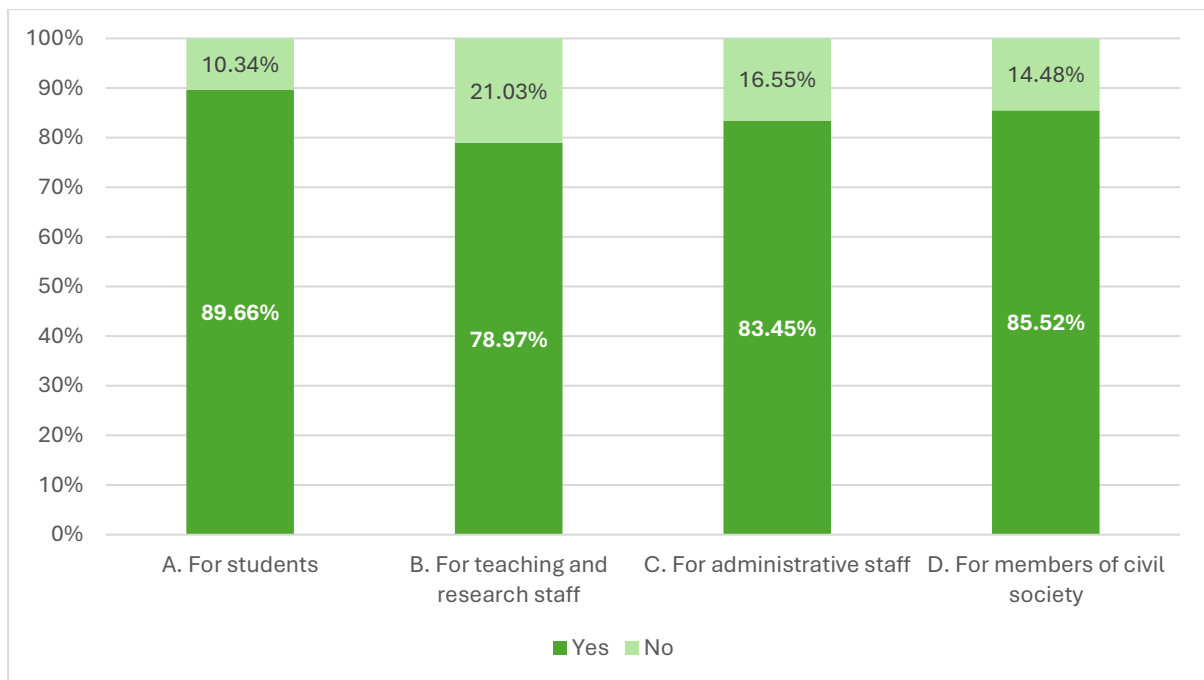
The average score (3.68) indicates that respondents attach considerable importance to UBB taking steps to move towards zero CO<sub>2</sub> emissions (*Figure 12*). Almost all respondents (89.31%) believe it is necessary to raise awareness and provide training for the local community through the University (*Figure 13*). With regard to the introduction of training programmes in the field of sustainable development, more than three-quarters of respondents consider these to be necessary for students (89.66%), for teaching and research staff (78.97%), for administrative staff (83.45%) and members of civil society (85.52%) respectively (*Figure 14*).



**Figure 12.** The need to introduce measures at university level to achieve net-zero CO<sub>2</sub> emissions  
Note: The value of standard deviation is shown in brackets.



**Figure 13.** The need to raise awareness and provide training for the local community through the university



**Figure 14.** The need to introduce training programmes in the field of sustainable development

## Annexes

### Annex 1. Questionnaire for the assessment of the level of employee involvement in sustainable development.

1. How familiar are you with the concept and dimensions (social – economic – environment) of sustainable development? (Likert scale ranging from 1 – *'not at all familiar'* to 5 – *'very familiar'*)

2. How familiar are you with the 17 Sustainable Development Goals of the UN 2030 Agenda? (Likert scale ranging from 1 – *'not at all familiar'* to 5 – *'very familiar'*)

3. How familiar are you with the National Sustainable Development Strategy 2030? (Likert scale ranging from 1 – *'not at all familiar'* to 5 – *'very familiar'*)

4. To what extent do you think the university should establish actions to move to net zero CO2 emission? (Likert scale ranging from 1 – *'not at all familiar'* to 5 – *'very familiar'*)

5. Are you familiar with the university's sustainable development strategy?

☐ Yes

☐ No

6. Are you aware of any faculty-level activities or initiatives that are in alignment with the university's sustainable development strategy?

☐ Yes (please mention the 3 most important ones)

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

☐ No

7. How familiar are you with the UBB Goes Green framework program? (Likert scale ranging from 1 – *'not at all familiar'* to 5 – *'very familiar'*)

8. Do you think that the university should introduce training programs in the field of sustainable development for:

A. Students:

☐ Yes

☐ No

B. Teaching and research staff

☐ Yes

☐ No

C. Administrative staff

- ☐ Yes
- ☐ No

D. Members of civil society

- ☐ Yes
- ☐ No

9. How familiar are you with the following concepts, terms, models? (Likert scale ranging from 1 – *'not at all familiar'* to 5 – *'very familiar'*)

- A. Circular economy
- B. Efficient use of resources
- C. Green transition
- D. Digital transformation
- E. Just transition
- F. Energy poverty
- G. Planetary boundaries
- H. The doughnut economics model
- I. Safe and just operating space

10. How often do you resort to:

A. Selective collection of waste within the university?

- ☐ Always
- ☐ Frequent
- ☐ Rarely
- ☐ Never

B. The efficient use of resources (example: water, paper, electricity, thermal energy)?

- ☐ Always
- ☐ Frequent
- ☐ Rarely
- ☐ Never

C. The urban use of non-motorized means of transport?

- ☐ Always
- ☐ Frequent
- ☐ Rarely
- ☐ Never

D. The analysis of transport options, in the case of a national or international trip, in order to choose the low emissions option?

- ☐ Always
- ☐ Frequent
- ☐ Rarely
- ☐ Never

11. In the last year you initiated measures such as:

A. Introduction of information about sustainable development in the taught subjects?

- ☐ Yes
- ☐ No
- ☐ Not applicable

B. Supporting the development of specific student skills and competencies?

- ☐ Yes
- ☐ No
- ☐ Not applicable

C. Initiation of research projects to solve some societal challenges in the context of sustainable development?

- ☐ Yes
- ☐ No
- ☐ Not applicable

D. Initiating measures or actions at the faculty or university level in order to achieve sustainable development objectives?

- ☐ Yes
- ☐ No
- ☐ Not applicable

E. Collaboration with other actors from the socio-economic environment in the context of sustainable development?

- ☐ Yes
- ☐ No
- ☐ Not applicable

F. Publication of scientific articles related to sustainable development?

- ☐ Yes
- ☐ No
- ☐ Not applicable

G. Participation in interdisciplinary activities and actions related to sustainable development?

- ☐ Yes
- ☐ No
- ☐ Not applicable

12. Do you think it is necessary to increase sustainability awareness and training within the local community by the university?

- ☐ Yes
- ☐ No

13. How often do you participate in events or seminars organized by the university or other organizations on the topic of sustainable development?

- ☐ Several times a year

- ☐ A few times a year
- ☐ Once a year
- ☐ Never

14. You are employed by UBB as:

- ☐ Teaching staff (at the Faculty of ...)
- ☐ Researcher
- ☐ Administrative staff – auxiliary teaching
- ☐ Administrative staff – non-teaching

15. You are a:

- ☐ Woman
- ☐ Man
- ☐ No answer

## Annex 2. Results obtained at faculty level

**Table 2.** Average scores by faculty obtained for the self-assessment of knowledge of sustainability-related principles and concepts (1, 2, 3, 4, 7, 9)

| Faculty                                                         |           | Question |      |      |      |      |      |      |      |      |      |      |      |      |      |
|-----------------------------------------------------------------|-----------|----------|------|------|------|------|------|------|------|------|------|------|------|------|------|
|                                                                 |           | 1        | 2    | 3    | 4    | 7    | 9.A  | 9.B  | 9.C  | 9.D  | 9.E  | 9.F  | 9.G  | 9.H  | 9.I  |
| Faculty of Mathematics and Computer Science                     |           | 3,44     | 2,38 | 1,94 | 2,88 | 2,38 | 3,19 | 4,00 | 3,38 | 3,81 | 2,44 | 2,31 | 3,13 | 1,69 | 1,81 |
| Faculty of Physics                                              |           | -        | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    |
| Faculty of Chemistry and Chemical Engineering                   |           | 3,54     | 2,92 | 2,31 | 3,62 | 2,38 | 4,38 | 4,31 | 4,08 | 3,08 | 2,62 | 3,15 | 3,31 | 2,15 | 2,38 |
| Faculty of Biology and Geology                                  |           | 3,75     | 3,63 | 2,75 | 3,88 | 3,88 | 3,88 | 4,50 | 4,38 | 4,25 | 3,63 | 4,13 | 4,13 | 2,88 | 2,88 |
| Faculty of Geography                                            |           | 4,57     | 3,76 | 3,00 | 3,76 | 2,76 | 4,05 | 4,33 | 4,00 | 4,19 | 3,24 | 3,43 | 3,90 | 2,38 | 2,29 |
| Faculty of Environmental Science and Engineering                |           | 4,38     | 4,00 | 3,75 | 2,88 | 2,88 | 4,25 | 4,75 | 4,00 | 3,50 | 2,75 | 3,63 | 4,50 | 2,25 | 2,13 |
| Faculty of Law                                                  |           | -        | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    |
| Faculty of Letters                                              |           | 3,56     | 2,33 | 1,78 | 4,00 | 3,11 | 3,67 | 4,11 | 4,00 | 3,33 | 2,89 | 3,11 | 2,89 | 1,11 | 2,33 |
| Faculty of Sociology and Social Work                            |           | 4,15     | 3,62 | 2,77 | 4,46 | 3,08 | 4,15 | 4,23 | 4,46 | 4,08 | 4,08 | 3,46 | 3,69 | 1,77 | 2,46 |
| Faculty of Psychology and Educational Sciences                  |           | 3,50     | 2,75 | 2,31 | 3,31 | 2,56 | 2,25 | 3,56 | 3,38 | 3,38 | 2,75 | 3,00 | 2,75 | 1,50 | 1,81 |
| Faculty of Economics and Business Administration                |           | -        | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    |
| Faculty of European Studies                                     |           | 4,43     | 4,14 | 3,71 | 4,14 | 3,86 | 4,14 | 4,43 | 4,57 | 4,29 | 4,14 | 3,86 | 4,14 | 2,57 | 3,29 |
| Faculty of Business                                             |           | -        | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    |
| Faculty of Political, Administrative and Communication Sciences |           | 3,86     | 4,14 | 2,71 | 3,71 | 2,00 | 4,29 | 4,43 | 3,71 | 4,57 | 3,14 | 3,86 | 2,43 | 2,00 | 2,00 |
| Faculty of Physical Education and Sport                         |           | 3,00     | 2,17 | 1,67 | 3,50 | 2,67 | 1,67 | 3,17 | 2,83 | 3,17 | 1,83 | 1,50 | 2,17 | 1,17 | 1,50 |
| Faculty of Orthodox Theology                                    |           | -        | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    |
| Faculty of Greek Catholic Theology                              |           | -        | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    |
| Faculty of Reformed Theology and Music                          |           | -        | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    |
| Faculty of Roman Catholic Theology                              |           | -        | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    |
| Faculty of Theatre and Film                                     |           | 2,79     | 1,71 | 1,21 | 4,14 | 1,79 | 2,86 | 3,07 | 3,36 | 2,86 | 2,36 | 2,43 | 2,57 | 1,64 | 1,86 |
| Faculty of Engineering                                          |           | 3,22     | 1,78 | 2,11 | 3,22 | 2,11 | 3,22 | 4,00 | 3,33 | 4,00 | 2,22 | 2,56 | 2,56 | 1,22 | 1,33 |
| Total                                                           | Faculties | 3,71     | 2,96 | 2,42 | 3,67 | 2,73 | 3,53 | 4,03 | 3,82 | 3,75 | 2,96 | 3,09 | 3,19 | 1,86 | 2,09 |
|                                                                 | UBB       | 3,38     | 2,66 | 2,31 | 3,68 | 2,62 | 3,17 | 3,86 | 3,57 | 3,61 | 2,76 | 2,88 | 2,93 | 1,74 | 1,99 |

Note: The grey cells indicate faculties with a maximum of 5 respondents. The averages for ‘Total Faculties’ include respondents who declared their faculty affiliation, while the ‘Total UBB’ averages include all respondents to the questionnaire.

**Table 3.** Percentages obtained at faculty level for questions relating to respondents' personal involvement in specific sustainability-related activities (5, 8, 12)

| Faculty                                                         |                  | Question |        |         |        |         |        |         |        |         |        |         |        |
|-----------------------------------------------------------------|------------------|----------|--------|---------|--------|---------|--------|---------|--------|---------|--------|---------|--------|
|                                                                 |                  | 5        |        | 8.A     |        | 8.B     |        | 8.C     |        | 8.D     |        | 12      |        |
|                                                                 |                  | Yes      | No     | Yes     | No     | Yes     | No     | Yes     | No     | Yes     | No     | Yes     | No     |
| Faculty of Mathematics and Computer Science                     |                  | 25,00%   | 75,00% | 93,75%  | 6,25%  | 56,25%  | 43,75% | 68,75%  | 31,25% | 81,25%  | 18,75% | 75,00%  | 25,00% |
| Faculty of Physics                                              |                  | -        | -      | -       | -      | -       | -      | -       | -      | -       | -      | -       | -      |
| Faculty of Chemistry and Chemical Engineering                   |                  | 38,46%   | 61,54% | 92,31%  | 7,69%  | 84,62%  | 15,38% | 92,31%  | 7,69%  | 92,31%  | 7,69%  | 100,00% | 0,00%  |
| Faculty of Biology and Geology                                  |                  | 75,00%   | 25,00% | 75,00%  | 25,00% | 50,00%  | 50,00% | 87,50%  | 12,50% | 100,00% | 0,00%  | 87,50%  | 12,50% |
| Faculty of Geography                                            |                  | 38,10%   | 61,90% | 90,48%  | 9,52%  | 71,43%  | 28,57% | 76,19%  | 23,81% | 90,48%  | 9,52%  | 95,24%  | 4,76%  |
| Faculty of Environmental Science and Engineering                |                  | 25,00%   | 75,00% | 75,00%  | 25,00% | 62,50%  | 37,50% | 62,50%  | 37,50% | 75,00%  | 25,00% | 75,00%  | 25,00% |
| Faculty of Law                                                  |                  | -        | -      | -       | -      | -       | -      | -       | -      | -       | -      | -       | -      |
| Faculty of Letters                                              |                  | 55,56%   | 44,44% | 100,00% | 0,00%  | 66,67%  | 33,33% | 77,78%  | 22,22% | 100,00% | 0,00%  | 100,00% | 0,00%  |
| Faculty of Sociology and Social Work                            |                  | 46,15%   | 53,85% | 92,31%  | 7,69%  | 84,62%  | 15,38% | 92,31%  | 7,69%  | 84,62%  | 15,38% | 92,31%  | 7,69%  |
| Faculty of Psychology and Educational Sciences                  |                  | 31,25%   | 68,75% | 81,25%  | 18,75% | 81,25%  | 18,75% | 81,25%  | 18,75% | 75,00%  | 25,00% | 93,75%  | 6,25%  |
| Faculty of Economics and Business Administration                |                  | -        | -      | -       | -      | -       | -      | -       | -      | -       | -      | -       | -      |
| Faculty of European Studies                                     |                  | 57,14%   | 42,86% | 100,00% | 0,00%  | 85,71%  | 14,29% | 85,71%  | 14,29% | 85,71%  | 14,29% | 100,00% | 0,00%  |
| Faculty of Business                                             |                  | -        | -      | -       | -      | -       | -      | -       | -      | -       | -      | -       | -      |
| Faculty of Political, Administrative and Communication Sciences |                  | 14,29%   | 85,71% | 100,00% | 0,00%  | 85,71%  | 14,29% | 85,71%  | 14,29% | 100,00% | 0,00%  | 100,00% | 0,00%  |
| Faculty of Physical Education and Sport                         |                  | 33,33%   | 66,67% | 83,33%  | 16,67% | 100,00% | 0,00%  | 100,00% | 0,00%  | 83,33%  | 16,67% | 100,00% | 0,00%  |
| Faculty of Orthodox Theology                                    |                  | -        | -      | -       | -      | -       | -      | -       | -      | -       | -      | -       | -      |
| Faculty of Greek Catholic Theology                              |                  | -        | -      | -       | -      | -       | -      | -       | -      | -       | -      | -       | -      |
| Faculty of Reformed Theology and Music                          |                  | -        | -      | -       | -      | -       | -      | -       | -      | -       | -      | -       | -      |
| Faculty of Roman Catholic Theology                              |                  | -        | -      | -       | -      | -       | -      | -       | -      | -       | -      | -       | -      |
| Faculty of Theatre and Film                                     |                  | 28,57%   | 71,43% | 85,71%  | 14,29% | 85,71%  | 14,29% | 100,00% | 0,00%  | 85,71%  | 14,29% | 92,86%  | 7,14%  |
| Faculty of Engineering                                          |                  | 55,56%   | 44,44% | 88,89%  | 11,11% | 66,67%  | 33,33% | 66,67%  | 33,33% | 77,78%  | 22,22% | 88,89%  | 11,11% |
| <b>Total</b>                                                    | <b>Faculties</b> | 40,94%   | 59,06% | 87,72%  | 12,28% | 74,27%  | 25,73% | 81,87%  | 18,13% | 85,38%  | 14,62% | 91,81%  | 8,19%  |
|                                                                 | <b>UBB</b>       | 37,59%   | 62,41% | 89,66%  | 10,34% | 78,97%  | 21,03% | 83,45%  | 16,55% | 85,52%  | 14,48% | 89,31%  | 7,59%  |

Note: The grey cells indicate faculties with a maximum of 5 respondents. The averages for 'Total Faculties' include respondents who declared their faculty affiliation, while the 'Total UBB' averages include all respondents to the questionnaire. In the UBB total for question 12, the percentages for 'Yes' and 'No' do not add up to 100, as the non-response rate was 3.1%.

**Table 4.** Percentages obtained at faculty level for questions relating to the measures initiated by the respondents (11.A, 11.B, 11.C and 11.D)

| Faculty                                                         |           | Question |        |                |        |        |                |        |        |                |        |        |                |
|-----------------------------------------------------------------|-----------|----------|--------|----------------|--------|--------|----------------|--------|--------|----------------|--------|--------|----------------|
|                                                                 |           | 11.A     |        |                | 11.B   |        |                | 11.C   |        |                | 11.D   |        |                |
|                                                                 |           | Yes      | No     | Not applicable | Yes    | No     | Not applicable | Yes    | No     | Not applicable | Yes    | No     | Not applicable |
| Faculty of Mathematics and Computer Science                     |           | 25,00%   | 18,75% | 56,25%         | 37,50% | 12,50% | 50,00%         | 18,75% | 37,50% | 43,75%         | 6,25%  | 50,00% | 43,75%         |
| Faculty of Physics                                              |           | -        | -      | -              | -      | -      | -              | -      | -      | -              | -      | -      | -              |
| Faculty of Chemistry and Chemical Engineering                   |           | 76,92%   | 15,38% | 7,69%          | 84,62% | 7,69%  | 7,69%          | 53,85% | 30,77% | 15,38%         | 23,08% | 53,85% | 23,08%         |
| Faculty of Biology and Geology                                  |           | 62,50%   | 12,50% | 25,00%         | 75,00% | 0,00%  | 25,00%         | 37,50% | 37,50% | 25,00%         | 25,00% | 62,50% | 12,50%         |
| Faculty of Geography                                            |           | 95,24%   | 4,76%  | 0,00%          | 85,71% | 14,29% | 0,00%          | 38,10% | 57,14% | 4,76%          | 23,81% | 71,43% | 4,76%          |
| Faculty of Environmental Science and Engineering                |           | 75,00%   | 0,00%  | 25,00%         | 75,00% | 12,50% | 12,50%         | 37,50% | 62,50% | 0,00%          | 37,50% | 37,50% | 25,00%         |
| Faculty of Law                                                  |           | -        | -      | -              | -      | -      | -              | -      | -      | -              | -      | -      | -              |
| Faculty of Letters                                              |           | 22,22%   | 22,22% | 55,56%         | 55,56% | 0,00%  | 44,44%         | 0,00%  | 55,56% | 44,44%         | 0,00%  | 44,44% | 55,56%         |
| Faculty of Sociology and Social Work                            |           | 69,23%   | 7,69%  | 23,08%         | 38,46% | 30,77% | 30,77%         | 53,85% | 30,77% | 15,38%         | 30,77% | 46,15% | 23,08%         |
| Faculty of Psychology and Educational Sciences                  |           | 31,25%   | 37,50% | 31,25%         | 62,50% | 18,75% | 18,75%         | 25,00% | 50,00% | 25,00%         | 18,75% | 68,75% | 12,50%         |
| Faculty of Economics and Business Administration                |           | -        | -      | -              | -      | -      | -              | -      | -      | -              | -      | -      | -              |
| Faculty of European Studies                                     |           | 85,71%   | 0,00%  | 14,29%         | 71,43% | 14,29% | 14,29%         | 28,57% | 42,86% | 28,57%         | 28,57% | 42,86% | 28,57%         |
| Faculty of Business                                             |           | -        | -      | -              | -      | -      | -              | -      | -      | -              | -      | -      | -              |
| Faculty of Political, Administrative and Communication Sciences |           | 100,00%  | 0,00%  | 0,00%          | 71,43% | 28,57% | 0,00%          | 42,86% | 42,86% | 14,29%         | 14,29% | 85,71% | 0,00%          |
| Faculty of Physical Education and Sport                         |           | 33,33%   | 16,67% | 50,00%         | 33,33% | 16,67% | 50,00%         | 16,67% | 33,33% | 50,00%         | 50,00% | 16,67% | 33,33%         |
| Faculty of Orthodox Theology                                    |           | -        | -      | -              | -      | -      | -              | -      | -      | -              | -      | -      | -              |
| Faculty of Greek Catholic Theology                              |           | -        | -      | -              | -      | -      | -              | -      | -      | -              | -      | -      | -              |
| Faculty of Reformed Theology and Music                          |           | -        | -      | -              | -      | -      | -              | -      | -      | -              | -      | -      | -              |
| Faculty of Roman Catholic Theology                              |           | -        | -      | -              | -      | -      | -              | -      | -      | -              | -      | -      | -              |
| Faculty of Theatre and Film                                     |           | 35,71%   | 28,57% | 35,71%         | 28,57% | 14,29% | 57,14%         | 7,14%  | 35,71% | 57,14%         | 7,14%  | 57,14% | 35,71%         |
| Faculty of Engineering                                          |           | 66,67%   | 11,11% | 22,22%         | 44,44% | 33,33% | 22,22%         | 22,22% | 55,56% | 22,22%         | 0,00%  | 88,89% | 11,11%         |
| Total                                                           | Faculties | 55,56%   | 15,79% | 28,65%         | 57,31% | 16,96% | 25,73%         | 27,49% | 46,20% | 26,32%         | 21,05% | 56,73% | 22,22%         |
|                                                                 | UBB       | 38,28%   | 16,55% | 43,10%         | 42,07% | 18,28% | 37,59%         | 22,07% | 37,24% | 38,62%         | 19,31% | 46,55% | 32,07%         |

Note: The grey cells indicate faculties with a maximum of 5 respondents. The averages for ‘Total Faculties’ include respondents who declared their faculty affiliation, while the ‘Total UBB’ averages include all respondents to the questionnaire. In the UBB total, the percentages for ‘Yes’, ‘No’ and ‘Not applicable’ do not add up to 100, as the non-response rate was 2.07%.

**Table 5.** Percentages obtained at faculty level for questions relating to the measures initiated by the respondents (11.E, 11.F and 11.G)

| Faculty                                                         |           | Question |        |                |        |        |                |        |        |                |
|-----------------------------------------------------------------|-----------|----------|--------|----------------|--------|--------|----------------|--------|--------|----------------|
|                                                                 |           | 11.E     |        |                | 11.F   |        |                | 11.G   |        |                |
|                                                                 |           | Yes      | No     | Not applicable | Yes    | No     | Not applicable | Yes    | No     | Not applicable |
| Faculty of Mathematics and Computer Science                     |           | 25,00%   | 37,50% | 37,50%         | 25,00% | 43,75% | 31,25%         | 43,75% | 18,75% | 37,50%         |
| Faculty of Physics                                              |           | -        | -      | -              | -      | -      | -              | -      | -      | -              |
| Faculty of Chemistry and Chemical Engineering                   |           | 23,08%   | 53,85% | 23,08%         | 30,77% | 61,54% | 7,69%          | 38,46% | 53,85% | 7,69%          |
| Faculty of Biology and Geology                                  |           | 25,00%   | 75,00% | 0,00%          | 0,00%  | 75,00% | 25,00%         | 37,50% | 62,50% | 0,00%          |
| Faculty of Geography                                            |           | 52,38%   | 47,62% | 0,00%          | 61,90% | 33,33% | 4,76%          | 66,67% | 33,33% | 0,00%          |
| Faculty of Environmental Science and Engineering                |           | 50,00%   | 37,50% | 12,50%         | 62,50% | 25,00% | 12,50%         | 75,00% | 25,00% | 0,00%          |
| Faculty of Law                                                  |           | -        | -      | -              | -      | -      | -              | -      | -      | -              |
| Faculty of Letters                                              |           | 0,00%    | 44,44% | 55,56%         | 11,11% | 33,33% | 55,56%         | 22,22% | 33,33% | 44,44%         |
| Faculty of Sociology and Social Work                            |           | 61,54%   | 15,38% | 23,08%         | 23,08% | 61,54% | 15,38%         | 53,85% | 30,77% | 15,38%         |
| Faculty of Psychology and Educational Sciences                  |           | 18,75%   | 68,75% | 12,50%         | 18,75% | 62,50% | 18,75%         | 31,25% | 56,25% | 12,50%         |
| Faculty of Economics and Business Administration                |           | -        | -      | -              | -      | -      | -              | -      | -      | -              |
| Faculty of European Studies                                     |           | 14,29%   | 57,14% | 28,57%         | 71,43% | 14,29% | 14,29%         | 71,43% | 0,00%  | 28,57%         |
| Faculty of Business                                             |           | -        | -      | -              | -      | -      | -              | -      | -      | -              |
| Faculty of Political, Administrative and Communication Sciences |           | 28,57%   | 57,14% | 14,29%         | 14,29% | 71,43% | 14,29%         | 42,86% | 57,14% | 0,00%          |
| Faculty of Physical Education and Sport                         |           | 16,67%   | 33,33% | 50,00%         | 0,00%  | 50,00% | 50,00%         | 66,67% | 16,67% | 16,67%         |
| Faculty of Orthodox Theology                                    |           | -        | -      | -              | -      | -      | -              | -      | -      | -              |
| Faculty of Greek Catholic Theology                              |           | -        | -      | -              | -      | -      | -              | -      | -      | -              |
| Faculty of Reformed Theology and Music                          |           | -        | -      | -              | -      | -      | -              | -      | -      | -              |
| Faculty of Roman Catholic Theology                              |           | -        | -      | -              | -      | -      | -              | -      | -      | -              |
| Faculty of Theatre and Film                                     |           | -        | -      | -              | -      | -      | -              | -      | -      | -              |
| Faculty of Engineering                                          |           | 22,22%   | 66,67% | 11,11%         | 33,33% | 55,56% | 11,11%         | 22,22% | 66,67% | 11,11%         |
| Total                                                           | Faculties | 30,41%   | 47,95% | 21,64%         | 27,49% | 48,54% | 23,98%         | 45,61% | 38,01% | 16,37%         |
|                                                                 | UBB       | 24,83%   | 42,07% | 31,03%         | 22,07% | 41,38% | 34,48%         | 38,62% | 33,45% | 25,86%         |

Note: The grey cells indicate faculties with a maximum of 5 respondents. The averages for ‘Total Faculties’ include respondents who declared their faculty affiliation, while the ‘Total UBB’ averages include all respondents to the questionnaire. In the UBB total, the percentages for ‘Yes’, ‘No’ and ‘Not applicable’ do not add up to 100, as the non-response rate was 2.07%.

**Table 6.** Percentages obtained at faculty level for questions relating to how frequently respondents engage in practices that support sustainable development (10.A, 10.B and 10.C)

| Faculty                                                         |                  | Question |            |        |        |        |            |        |       |        |            |        |        |
|-----------------------------------------------------------------|------------------|----------|------------|--------|--------|--------|------------|--------|-------|--------|------------|--------|--------|
|                                                                 |                  | 10.A     |            |        |        | 10.B   |            |        |       | 10.C   |            |        |        |
|                                                                 |                  | Always   | Frequently | Rarely | Never  | Always | Frequently | Rarely | Never | Always | Frequently | Rarely | Never  |
| Faculty of Mathematics and Computer Science                     |                  | 62,50%   | 25,00%     | 6,25%  | 6,25%  | 75,00% | 25,00%     | 0,00%  | 0,00% | 18,75% | 37,50%     | 31,25% | 12,50% |
| Faculty of Physics                                              |                  | -        | -          | -      | -      | -      | -          | -      | -     | -      | -          | -      | -      |
| Faculty of Chemistry and Chemical Engineering                   |                  | 30,77%   | 38,46%     | 15,38% | 15,38% | 53,85% | 30,77%     | 7,69%  | 7,69% | 23,08% | 38,46%     | 23,08% | 15,38% |
| Faculty of Biology and Geology                                  |                  | 62,50%   | 37,50%     | 0,00%  | 0,00%  | 87,50% | 12,50%     | 0,00%  | 0,00% | 25,00% | 75,00%     | 0,00%  | 0,00%  |
| Faculty of Geography                                            |                  | 38,10%   | 47,62%     | 14,29% | 0,00%  | 38,10% | 52,38%     | 9,52%  | 0,00% | 19,05% | 38,10%     | 38,10% | 4,76%  |
| Faculty of Environmental Science and Engineering                |                  | 25,00%   | 50,00%     | 25,00% | 0,00%  | 50,00% | 37,50%     | 12,50% | 0,00% | 0,00%  | 37,50%     | 25,00% | 37,50% |
| Faculty of Law                                                  |                  | -        | -          | -      | -      | -      | -          | -      | -     | -      | -          | -      | -      |
| Faculty of Letters                                              |                  | 66,67%   | 33,33%     | 0,00%  | 0,00%  | 66,67% | 22,22%     | 11,11% | 0,00% | 11,11% | 44,44%     | 33,33% | 11,11% |
| Faculty of Sociology and Social Work                            |                  | 15,38%   | 53,85%     | 23,08% | 7,69%  | 15,38% | 69,23%     | 15,38% | 0,00% | 0,00%  | 69,23%     | 30,77% | 0,00%  |
| Faculty of Psychology and Educational Sciences                  |                  | 37,50%   | 31,25%     | 25,00% | 6,25%  | 25,00% | 56,25%     | 12,50% | 6,25% | 6,25%  | 12,50%     | 62,50% | 18,75% |
| Faculty of Economics and Business Administration                |                  | -        | -          | -      | -      | -      | -          | -      | -     | -      | -          | -      | -      |
| Faculty of European Studies                                     |                  | 57,14%   | 0,00%      | 14,29% | 28,57% | 42,86% | 42,86%     | 14,29% | 0,00% | 57,14% | 0,00%      | 28,57% | 14,29% |
| Faculty of Business                                             |                  | -        | -          | -      | -      | -      | -          | -      | -     | -      | -          | -      | -      |
| Faculty of Political, Administrative and Communication Sciences |                  | 28,57%   | 0,00%      | 71,43% | 0,00%  | 42,86% | 57,14%     | 0,00%  | 0,00% | 28,57% | 14,29%     | 42,86% | 14,29% |
| Faculty of Physical Education and Sport                         |                  | 16,67%   | 50,00%     | 16,67% | 16,67% | 16,67% | 50,00%     | 33,33% | 0,00% | 16,67% | 16,67%     | 33,33% | 33,33% |
| Faculty of Orthodox Theology                                    |                  | -        | -          | -      | -      | -      | -          | -      | -     | -      | -          | -      | -      |
| Faculty of Greek Catholic Theology                              |                  | -        | -          | -      | -      | -      | -          | -      | -     | -      | -          | -      | -      |
| Faculty of Reformed Theology and Music                          |                  | -        | -          | -      | -      | -      | -          | -      | -     | -      | -          | -      | -      |
| Faculty of Roman Catholic Theology                              |                  | -        | -          | -      | -      | -      | -          | -      | -     | -      | -          | -      | -      |
| Faculty of Theatre and Film                                     |                  | 42,86%   | 28,57%     | 14,29% | 14,29% | 28,57% | 42,86%     | 21,43% | 7,14% | 21,43% | 42,86%     | 28,57% | 7,14%  |
| Faculty of Engineering                                          |                  | 66,67%   | 33,33%     | 0,00%  | 0,00%  | 66,67% | 33,33%     | 0,00%  | 0,00% | 22,22% | 11,11%     | 55,56% | 11,11% |
| <b>Total</b>                                                    | <b>Faculties</b> | 44,44%   | 35,09%     | 14,62% | 5,85%  | 47,95% | 41,52%     | 8,77%  | 1,75% | 17,54% | 33,33%     | 35,67% | 13,45% |
|                                                                 | <b>UBB</b>       | 42,76%   | 34,83%     | 14,83% | 6,55%  | 47,24% | 41,72%     | 8,62%  | 1,38% | 17,93% | 32,07%     | 31,03% | 17,93% |

Note: The grey cells indicate faculties with a maximum of 5 respondents. The averages for ‘Total Faculties’ include respondents who declared their faculty affiliation, while the ‘Total UBB’ averages include all respondents to the questionnaire. In the UBB total, the percentages of the response options do not add up to 100, as the non-response rate was 1.03%.

**Table 7.** Percentages obtained at faculty level for questions relating to how frequently respondents engage in practices that support sustainable development, as well as to the participation in events on the topic of sustainable development (10.D and 13)

| Faculty                                                         |           | Question |            |        |        |                      |                    |             |
|-----------------------------------------------------------------|-----------|----------|------------|--------|--------|----------------------|--------------------|-------------|
|                                                                 |           | 10.D     |            |        |        | 13                   |                    |             |
|                                                                 |           | Always   | Frequently | Rarely | Never  | Several times a year | A few times a year | Once a year |
| Faculty of Mathematics and Computer Science                     |           | 12,50%   | 0,00%      | 37,50% | 50,00% | 6,25%                | 18,75%             | 6,25%       |
| Faculty of Physics                                              |           | -        | -          | -      | -      | -                    | -                  | -           |
| Faculty of Chemistry and Chemical Engineering                   |           | 0,00%    | 38,46%     | 38,46% | 23,08% | 7,69%                | 30,77%             | 7,69%       |
| Faculty of Biology and Geology                                  |           | 37,50%   | 50,00%     | 12,50% | 0,00%  | 12,50%               | 0,00%              | 25,00%      |
| Faculty of Geography                                            |           | 14,29%   | 28,57%     | 38,10% | 19,05% | 4,76%                | 33,33%             | 33,33%      |
| Faculty of Environmental Science and Engineering                |           | 0,00%    | 25,00%     | 25,00% | 50,00% | 0,00%                | 37,50%             | 25,00%      |
| Faculty of Law                                                  |           | 0,00%    | 0,00%      | 33,33% | 66,67% | 0,00%                | 0,00%              | 0,00%       |
| Faculty of Letters                                              |           | 0,00%    | 22,22%     | 22,22% | 55,56% | 0,00%                | 0,00%              | 44,44%      |
| Faculty of Sociology and Social Work                            |           | 7,69%    | 30,77%     | 53,85% | 7,69%  | 0,00%                | 30,77%             | 30,77%      |
| Faculty of Psychology and Educational Sciences                  |           | 0,00%    | 12,50%     | 62,50% | 25,00% | 6,25%                | 18,75%             | 25,00%      |
| Faculty of Economics and Business Administration                |           | -        | -          | -      | -      | -                    | -                  | -           |
| Faculty of European Studies                                     |           | 71,43%   | 14,29%     | 14,29% | 0,00%  | 0,00%                | 57,14%             | 14,29%      |
| Faculty of Business                                             |           | -        | -          | -      | -      | -                    | -                  | -           |
| Faculty of Political, Administrative and Communication Sciences |           | 0,00%    | 28,57%     | 57,14% | 14,29% | 0,00%                | 42,86%             | 14,29%      |
| Faculty of Physical Education and Sport                         |           | 16,67%   | 33,33%     | 16,67% | 33,33% | 0,00%                | 0,00%              | 50,00%      |
| Faculty of Orthodox Theology                                    |           | -        | -          | -      | -      | -                    | -                  | -           |
| Faculty of Greek Catholic Theology                              |           | -        | -          | -      | -      | -                    | -                  | -           |
| Faculty of Reformed Theology and Music                          |           | -        | -          | -      | -      | -                    | -                  | -           |
| Faculty of Roman Catholic Theology                              |           | -        | -          | -      | -      | -                    | -                  | -           |
| Faculty of Theatre and Film                                     |           | 7,14%    | 21,43%     | 57,14% | 14,29% | 0,00%                | 7,14%              | 28,57%      |
| Faculty of Engineering                                          |           | 22,22%   | 11,11%     | 33,33% | 33,33% | 0,00%                | 11,11%             | 33,33%      |
| Total                                                           | Faculties | 10,53%   | 24,56%     | 39,18% | 25,73% | 3,51%                | 22,22%             | 25,73%      |
|                                                                 | UBB       | 10,34%   | 24,48%     | 39,66% | 24,48% | 3,79%                | 18,62%             | 23,10%      |

Note: The grey cells indicate faculties with a maximum of 5 respondents. The averages for ‘Total Faculties’ include respondents who declared their faculty affiliation, while the ‘Total UBB’ averages include all respondents to the questionnaire. In the UBB total, the percentages of the response options do not add up to 100, as the non-response rate was 1.03% for question 10.D and 3.10% for question 13.