

### 5.4 University of Tuzla

No	Areas	Goals	Activities	Outcomes	Deadline	Responsible Parties	Priority
1	Environmental Sustainability in Academics: Teaching, Learning and research	Enrich sustainability in curriculum	Present the principles of sustainability to students Assessing the need and feasibility of expanding learning in the area of sustainability. Embed elements of sustainability across the curriculum.	Innovated and Improved Curriculum	3-5 years	Heads of Study Programs / Teaching Staff / Scientific-Teaching Council / Office of Teaching and Student Affairs	High
		Integrating Sustainability into Research	Choose research conscientiously (relevant, meaningful, ethical), foster research collaborations to address environmental challenges; Promote research on sustainability Training for research teams / laboratories staff on environmental issues related to energy, climate and biodiversity Plan research methods carefully (to reduce environmental footprint), conduct it ethically	Sustainable research; Knowledge on sustainability issues and how to address them			
2.	Sustainability Citizenship	Establishing the environmental system at the institutional level and promoting its environmental values	Promote Students and Employees Engagement in Sustainability Sponsor Annual Sustainability Service Event	Strengthened role in modeling and developing sustainable practices; Promotion campaigns	3-5 years	All employees and external associates of the Faculty	Medium
3.	Climate action	Reduce energy consumption	Improving the energy efficiency of buildings: carry out an energy audit to assess possible efficiency options (building renovation)	Energy audit reports	3-5 years	Technical services department /	High

			Implement LED lighting replacement program. Install vacancy/occupancy sensors	Increased energy saving in lighting	Immediate (0-3 years)	Faculty management	
		Promote an energy-conscious culture	Increase awareness of existing energy saving behaviors and recommended behavior changes	Promotion campaigns	Periodically	Faculty management / Staff	Medium
4	Waste Reduction and Circular Economy	Reduce waste by focusing on source reduction	Promote a paperless culture ("eUniversity" application full implementation); Save waste through sustainable printing (reduce paper, toner, and power usage)	Minimized waste through reduction, reuse and education	Immediate (0-3 years)	Faculty management / Staff	High
			Organization of awareness campaigns for the differentiation of waste		Periodically		
5.	Landscape and Natural Resources	Minimizing the negative impact on the ecosystem and increasing biodiversity	Replace paper towel dispensers with high-efficiency hand dryers where justified	Minimized impact on ecosystem	1-3 years	Faculty management / Technical services department	Medium
			Plant 2-5 trees annually		Contribution to biodiversity		
		Improve water efficiency	Water conservation	0-5 years	Faculty management / Technical services department	Medium	
			Replacement of defective valves, taps, repair of plumbing installations and equipment				High
6.	Commuting and Active Travel	Minimizing the environmental impact of the transport of staff and students for the purpose of teaching,	Promote alternative modes of commuting (healthy and environmentally friendly forms of mobility)	Reduced greenhouse gas emissions	Continuou s	Faculty management/ Staff and students	Medium
			Promote video conferencing as an alternative to travel				

		learning, scientific research					
8	Food, Health and Well-Being	Improving working, learning, and living conditions	Educate students about the importance of reducing food waste	New Initiative	2-5 years	Teaching staff	High
			Maintain and improve programs for the fitness and well-being of students and employees - organize outdoor recreational activities	Student and employee wellbeing programs	Annually	Faculty management / Staff / Students	Medium
			Conduct annual survey or other assessment that allows for anonymous feedback to measure employee satisfaction and engagement	Employee satisfaction survey	0-5 years	Faculty Staff / Quality Committee / QA office	High