

Overall Institutional Sustainability Strategy of the University of Würzburg

Measures and Goals for the Individual Fields of Action 2025

A	B	C	D	E	F	G	H
Code	Field of action	Goal	Measures/secondary goals	Indicators Data-based indicators are highlighted in grey; no targets are set (at least at present). The indicators highlighted in white are qualitative indicators that are described and, where applicable, evaluated in the sustainability report.	Data collection indicators		
					Implementation status (completed; ongoing; in progress; not initiated)	Brief description and justification if not reached/not initiated yet (where applicable)	Links
R.1	Research	Strengthen research on sustainability-related issues/with applications in the field of sustainability and promote it structurally and financially	Coordinate and connect interdisciplinary research projects	Transformation experiments at WueLAB are carried out with PIs from each status group	Ongoing	Student-led transformation experiments are conducted at WueLAB as well as transformation experiments that have been or are being led by academic staff, non-academic support staff or alumni.	Student-led transformation experiments based at WueLAB
				€100,000 in funding from the research fund distributed each year	Ongoing	The funds from the research fund are awarded twice a year by the WueLAB Board (two meetings each year, in February and July), funding information and a list of criteria have been compiled.	Selection procedure for research funding
				Networking events, e.g. at Sustainability Day	Ongoing	A meeting of all principal investigators (PIs) of the transformation experiments based at WueLAB was held in September 2024. The <i>Nachmittag der Nachhaltigkeit</i> (sustainability afternoon) networking event was held as part of the 2024 Public Climate School.	WueLAB NachmitTag der Nachhaltigkeit
			Encourage and promote (discipline-specific) research in the context of sustainability	Created a sustainability map about research conducted at the university, made it available on the website and kept it up to date	Completed	The sustainability map has been created and is being kept up to date and added to	Sustainability map
				Thematic breadth of publications in the context of sustainability (including interdisciplinary/transdisciplinary ones, including grey literature, games, films etc.)	In progress	The thematic breadth of publications in the context of sustainability extends across all faculties of JMU as a comprehensive research university. Systematic detailed recording was not introduced during the reporting period; the next step should be to clearly identify the objectives and benefits of a presentation.	
				Continued the Environmental Humanities doctoral class at the Graduate School of the Humanities	Ongoing	The Environmental Humanities doctoral class has been and will be continued and covers a wide range of activities: 1. The Environmental Humanities colloquium has been held regularly at the end of each semester since the class was established. During the colloquium, the doctoral researchers present the status of their projects for discussion. 2. In addition, Environmental Humanities Workshops are held at irregular intervals. Doctoral researchers from the EH doctoral class play a major part in the organisation and holding of these workshops. 3. The Environmental Humanities website is a platform designed by doctoral researchers from the class that draws together information about EH activities at JMU and makes it available to a broader public. 4. In addition, an interdisciplinary Master's programme in Environmental Humanities is currently being developed. The driving forces behind this project are the Chair of American Studies, the Junior Professorship of Applied Biodiversity Research, the Junior Professorship of Systematic Theology, Contemporary Issues and Ethics, the Professorship of Social Science Sustainability Research as well as the Chair of European Ethnology. As a transformation experiment, the project is also based at the WueLAB sustainability lab.	Environmental Humanities
R.2	Promote and fund transformative research (research aimed at creating social change in the sense of socio-ecological transformation)	Promote and fund transformative research projects and connect them with each other (e.g. at Sustainability Day)	Thematic breadth of transformative research projects with stakeholder involvement	In progress	The transformative research projects cover a wide range of topics: The research approaches and projects pursued and conducted at WueLAB (transformation experiments) deal with topics such as transportation, biodiversity, ecological and social aspects of campus design or the ecological footprint of food and meals. Another focus is on teaching sustainability-related topics and communicating content as well as on legal issues (transformation law) and communication skills relating to sustainability. The following research project is an example of stakeholder involvement: The WueRat transformation experiment investigates and tests new democratic approaches to negotiate sustainability-related issues in a context-specific, fair, effective and future-oriented manner, taking into account research findings. For this purpose, a citizens' assembly with 35 randomly selected people from Würzburg was held on the topic of fair mobility. Both the process of holding the assembly and the reaction of politicians and the Würzburg citizens are being investigated as part of the project. Various stakeholders were involved in the implementation of the project, e.g. the City of Würzburg Social Services Department, Martin Heilig, the then councillor for climate action and now mayor of Würzburg, or the Coordinating Office for Sustainable Mobility; in addition, the random selection of participants in the citizens' assembly ensured that a cross-section of the city's population was represented on the assembly and a wide range of opinions covered.	WueLAB transformation experiments	
			Scientifically investigate possibilities for promoting carbon sinks on university properties	Prepared guide on the promotion of carbon sinks on university properties	In progress	Such a guide is currently being prepared as part of the REKLINEU research project (Terhorst group) and is to be implemented in practice as planned in the transfer phase of REKLINEU through a digital twin.	REKLINEU carbon compensation

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R.3	Research	Incorporate practical know-how from society into research, teaching and campus operations	Provide funding for a larger number of transdisciplinary research projects	Establish awards for transdisciplinary research (two categories: junior and senior level)	Not initiated	The details of the awards are still being discussed. At the interface of society and the university, with a view towards society, the <i>Universitätsbund</i> society of the friends and patrons of the university and the Wittenstein Foundation established the Würzburg Research and Transfer Award (Würzburger Förderpreis Forschung und Transfer); the award comes with a cash prize of €50,000 (2024) or €100,000 (2025) and is aimed at interdisciplinary research projects with a potential for social applicability.	Award Wittenstein Foundation	
R.4		Address conflicting goals in the context of the tension between research and sustainability in the research process	Interdisciplinary exchange between the Sustainability Officers about conflicting goals	Placed conflicting goals on the agenda of meetings of the Sustainability Officers (at least once a year)	In progress	The Sustainability Officers meet at regular intervals. Two meetings held to date, one in December 2024 and one in July 2025, at which the conflicting goals of travel in the context of research/research trips vs. carbon emissions were discussed.	Sustainability Officers	
R.5		Make research processes more sustainable		Organise events in a resource- and climate-friendly manner	Developed guidelines for the resource- and climate-friendly organisation of events or selected external guidelines	In progress	Completion has been postponed due to resource constraints and is now scheduled for 2026.	
				Encourage sustainability in all research groups and laboratories in the form of resource efficiency, reduction of materials and consumption	Presented certified Green Labs at the university as examples of best practice and encouraged others to follow their example	In progress	One certification has been completed (February 2025) at the Chair of Orthopaedics/the Chair of Regeneration of Musculoskeletal Tissue. Results and a process description have been published on their web page, and the opportunity to obtain the certification will continue to be advertised on the WueLAB web page. We are planning to coordinate additional certifications.	https://www.med.uni-wuerzburg.de/orthopaedie/lehrstuhl-fuer-regeneration-muskuloskeletaler-gewebe/green-lab-1/ https://www.uni-wuerzburg.de/wuelab/aktuelles/single/news/wuelab-ist-koordinationsstelle-fuer-my-green-lab-certification/
				Reduce travel-related fossil fuel consumption	Prepared recommendations for innovative travelling/accompanying letter for trips	Completed	A circular letter was sent out by email.	
				Offer reflection on DFG guidelines regarding sustainability in the research process	Launched Swap Plane for Train programme for business travellers	Not initiated	Business travellers are advised to avoid air travel wherever possible. A Swap Plane for Train programme has not been launched yet.	
				Advising provided to employees	Advising provided to employees	Ongoing	Advising is provided by the RAC, and there is a regular exchange on this matter between WueLAB and the RAC.	
R.6		Promote a good research culture and the acceptance of research by society		Foster open research: ensure that research data is reproducible; manage research data; emphasise the importance of making research methods and findings available to the public	Developed a strategy for open science at JMU	In progress	Our Open Science Policy was revised in April 2025 and has been submitted to the University Board for approval. The measure is therefore on schedule.	
					Regular reporting about the Würzburg University Press open access publishing house	Not initiated	So far, there has been no regular reporting, but a retrospect/annual report by the University Library for the period from 2021-2024 was published in the autumn of 2025, which included information about the open access publishing house.	https://www.bibliothek.uni-wuerzburg.de/aktuelles/meldungen/single/seite-1/7tx_news_pi1%5Bnews%5D=234061&cHash=195ca89bb8fb75ec8d6eeb9afbb42f22 https://www.uni-wuerzburg.de/en/research/openaccess1/
				Encourage good practice in research and raise awareness of the issue	Reports by the Commission for the Investigation of Scientific Misconduct presented to the Senate	Ongoing	The report for the reporting period (June 2023 to June 2024) was presented at the Senate meeting on 24 September 2024. The report is confidential and therefore not publicly accessible.	
					Number of training courses on good practice in research offered by the Graduate Academy	In progress	As the Graduate Academy has only been in existence since 1 January 2025, we can only report on the activities of the University of Würzburg Graduate Schools (UWGS) for the time being. The UWGS offer training courses on good practice in research for students, doctoral researchers and supervisors several times a year, especially for students studying medicine, biomedicine or biochemistry, as part of the Welcome Days of the Graduate School of Life Sciences and for research networks such as research training groups, collaborative research centres or the ct.qmat/ctd.qmat Cluster of Excellence.	https://www.uni-wuerzburg.de/en/research-advancement-centre/service/good-practice-in-research/ https://www.uni-wuerzburg.de/irtg2991/news-events/single/news/irtg-2991-good-scientific-practice-workshop/
		Encourage research diversity and independent research and ensure academic freedom	Developed guidelines on academic freedom	Completed	The code and guidelines were drawn up, at the suggestion of the University Board, by a working group comprising 15 people from various status groups over a period of around five months. The code was adopted in November 2024 and is available in both German and English.	Code of Academic Freedom and Responsibility		

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24	T.1	Teaching and learning	Embed sustainability in teaching and learning structures	Embed education for sustainable development (ESD) as a cross-cutting task more broadly and deeply in the area of teaching and learning	Sustainability is enshrined as a cross-cutting task of academic education and teaching in the quality objectives defined in our mission statement for teaching and in our teaching strategy	In progress	Enshrinement in our quality objectives, in our mission statement for teaching and in our teaching strategy has been postponed until 2026.	
25					The quality objectives of the faculties have been developed further with regard to aspects of education for sustainable development as a cross-cutting task	In progress	Discussions are underway with the various faculties about the further development of their quality objectives with regard to education for sustainable development; implementation is planned for 2026.	
26					Qualification objectives in the case of significant changes or (re-)accreditations of all degree programmes have been developed further with regard to aspects of education for sustainable development	Completed	Has been anchored in the target agreements with the faculties.	
27					Defined measures to strengthen ESD in faculty-specific target agreements with each faculty	Completed	Target agreements with the faculties are currently being negotiated and will be concluded by the end of 2025.	
28				Develop and offer degree programmes and modules that focus on sustainability	Number of degree programmes with a major focus on a sustainability-related topic	Ongoing	3 degree programmes (Computer Science and Sustainability, Social Science Sustainability Studies, GEOSPHERES (Geographic Science Approaches to Environmental Challenges)); also the CHARM-EU Joint Master's programme in Global Challenges for Sustainability; in preparation: Environmental Humanities.	Degree programmes in the field of sustainability
29					Number of degree programmes that include at least one module on sustainable development or education for sustainable development	Ongoing	133 degree programmes (correct as of the 2024 summer semester, according to information provided by the faculties)	
30					We are offering degree programmes taught in English that focus on sustainability, in particular within the framework of CHARM-EU	Ongoing	The CHARM-EU Joint Master's programme in Global Challenges for Sustainability was successfully accredited at the end of 2024 and will be launched in September 2025. The University of Würzburg is one of the locations where students of the Master's programme will be present in their first semester. In addition, the Master's programme in Geographic Science Approaches to Environmental Challenges (GEOSPHERES), which is taught in English, has been created.	https://www.uni-wuerzburg.de/en/university/international-partners/charm-eu/master-programme-global-challenges-for-sustainability/ https://www.geographie.uni-wuerzburg.de/en/studies/degree-programmes/msc-geospheres-geographic-science-approaches-to-environmental-challenges/
31				Expand the knowledge and skills of lecturers in the area of ESD	Introduced the Higher Education for Sustainable Development certificate and offer it at regular intervals	Ongoing	The Higher Education for Sustainable Development certificate was introduced in 2024 and is offered at regular intervals with one kick-off event held per semester.	Higher Education for Sustainable Development (HESD) certificate - Profil
32					Number of Higher Education for Sustainable Development certificates issued	Ongoing	3 certificates have been issued to date (correct as of October 2025). The certification programme was launched in March 2024.	HESD certificate
33				Strengthen the connections between existing activities in the area of ESD across faculty borders	Number of participating faculties and central academic institutions	Ongoing	Regular participation by all 10 faculties and 12 central institutions (incl. student self-governance)	8th Education for Sustainable Development in Teaching and Learning netwo
34					Number of ESD networking activities	Ongoing	1 event each semester	Event archive - transformation experiment Teaching4Sustainability
35				Intensify exchange with other higher education institutions about ESD	Regular participation in the BayZeN working group on teaching	Ongoing	WueLAB regularly participates in the BayZeN working group on teaching.	BayZeN working group on teaching

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T.2	Teaching and learning	Cross-faculty discourse on sustainability-related issues	Offer interdisciplinary courses on sustainability	Introduced the Sustainability & Global Responsibility lecture series	Ongoing	The Sustainability & Global Responsibility lecture series is offered by the sustainability lab each year in the winter semester.	Sustainability & Global Responsibility lecture series
				Designed and offered virtual introductory courses to sustainable development for students from all disciplines (both in German and in English)	In progress	The virtual courses are currently being developed (as part of the Learning4Future transformation experiment at WueLAB), the launch of a pilot version in German is planned for the 2025/26 winter semester; the launch of an English-language version (also planned to be integrated into the CHARM-EU Master's programme in Sustainability) and a revised German-language version is planned for the 2026 summer semester.	Learning4Future - interdisciplinary sustainability sciences
			Offer opportunities to earn additional qualifications in the area of sustainability and sustainability-related creative and transferable skills	Introduce/launch certificate/courses for students from all disciplines in the area of digital skills and sustainability	In progress	A concept regarding contents to be covered has been developed by the Institute of Computer Science. The administrative phase has been initiated, and the launch is planned for 2026.	
				Number of GSiK certificates issued	Ongoing	59 (1,116 participants in the 2023/24 winter semester up to and including the 2024/25 winter semester)	GSiK certificates
				Number of BOeN certificates for education, ecology and sustainability issued	Ongoing	7 (correct as of 2024)	BOeN certificates
				Number of Professional Skills Profile certificates issued	Ongoing	A total of 37 Professional Skills Profile certificates have been issued to date.	Professional Skills Profile
T.3	Teaching and learning	Subject-specific implementation of teaching on sustainability-related topics	Promote education for sustainable development in as many degree programmes as possible	Number of courses with a main focus on sustainability-related topics or sustainability-related creative skills	In progress	The survey is being prepared, and the first survey is scheduled to take place in the 2025/26 winter semester.	
				Number of theses with a main focus on sustainability-related topics or sustainability-related creative skills	In progress	No data available currently; these will be compiled from 2026 onwards.	
			Developed a list of criteria to measure the number of sustainability-related courses or sustainability-related creative skills	In progress	A list of criteria has been compiled and will be revised for the 2025/26 winter semester.		
			A list of all sustainability-related courses will be compiled	Completed	A list of all sustainability-related courses has been compiled and is available.	Sustainability-related courses	
T.4	Teaching and learning	Create better conditions for students to promote social sustainability	Provide support for student parents	Support is available from CampusStudiKids	Completed	CampusStudiKids is a childcare facility at the University of Würzburg that provides hourly care for children two to 18 months of age.	Care for babies and toddlers - Family Service Centre at the University of Würzburg
			Reduce discrimination against students based on characteristic dimensions (LGBTQIA+, religion, ethnicity etc.) and establish an anti-discrimination contact point	PR activities (e.g. hoisting the LGBTQIA+ flag) and awareness events	Ongoing	A lecture and certification series entitled Diversity* is being offered in cooperation with the University of Music and THWS. The Coordinating Office for Diversity regularly has its own booth at the student fair. A Diversity Day was held with the support of the representatives of the student body of the Faculty of Medicine. Information material about the anti-discrimination contact point is sent out to all organisational units at JMU Würzburg at regular intervals.	https://diversitaet.wuehoch3.de/veranstaltungen https://www.charta-der-vielfalt.de/deutscher-diversity-tag https://www.uni-wuerzburg.de/aktuelles/einblick/single/news/vielfaeltige-chancengerechte-gesellschaft-uni/ https://www.uni-wuerzburg.de/fileadmin/0600-fsi-sopaed/2024/Studimesse_Infoblatt.pdf
				Adopted policies for dealing with potential cases of discrimination	In progress	The policies have not been adopted yet but are currently being finalised. Background information: The policies had been finalised in the spring of 2025 already. At the same time, however, a large-scale training course was launched in the areas of anti-discrimination and sexual harassment. The policies (= guidelines for dealing with cases of discrimination) were therefore developed further to take into account the inspiration provided by the training course. We are currently working closely with the Legal Department to finalise the guidelines. They are scheduled to be adopted/published in early 2026.	Anti-discrimination qualification

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49	T4	Teaching and learning	Create better conditions for students to promote social sustainability	Promote the integration of international students at the university, in the city and in the region	International Mentor will be appointed	Completed	An International Mentor has been appointed.	International Mentor	
50					Offered networking and integration events, e.g. the International Evening, international coffee corners etc.	Ongoing	The Service Center InterNational Transfer coordinates and offers various activities for international students, such as a welcome event before the start of the semester with a tour of the city and welcome reception. In addition, international coffee corners with quizzes and games are held twice each semester. An International Evening is also held each year in the summer semester. There are five information events for exchange students: Online Pre-First Steps before they arrive, an online seminar on enrolment, a seminar on course selection, a hybrid First Steps event just before the start of the semester for on-site orientation and a Final Steps event before they leave with advice on the final stage of their stay. In addition, the Würzburg International Network offers various events throughout the semester. Since 2024, there have been regular events for international doctoral researchers that are organised jointly by the Welcome Centre, the University of Würzburg Community and the Vice-President for Internationalisation.	https://www.uni-wuerzburg.de/international/studieren-in-wuerzburg/hinweise-und-orientierung/activities-friends/semesterprogramm/ https://www.uni-wuerzburg.de/en/studying-at-jmu/studienangelegenheiten/information-for-all-foreign-students/activities-friends/international-coffee-corner-internationale-kaffeestunde/ https://www.uni-wuerzburg.de/en/stuv/referat-ak/win/events/ https://www.uni-wuerzburg.de/en/international/international-evening/ https://www.uni-wuerzburg.de/en/news-and-events/events/detail/news/walk-and-picnic-for-international-phd-students/ https://www.instagram.com/wue_international_network/?hl=de	
51					Published best-practice examples of buddy programmes run by the faculties	In progress	Buddy programmes for exchange students are currently offered by at least four faculties (Law, Management and Economics, Human Sciences, Medicine) and advertised on their web pages. The Faculty of Management and Economics published a report about their programme on its website in February 2025.	https://www.jura.uni-wuerzburg.de/fakultaet/erasmus/information-for-foreign-students/buddy-programme/ https://www.wiwi.uni-wuerzburg.de/aktuelles/news/single/news/internationale-bruecken-bauen-das-buddy-programm-der-universitaet-wuerzburg/ https://www.wiwi.uni-wuerzburg.de/en/international/incoming/buddy-programme/ https://www.psychologie.uni-wuerzburg.de/paepsy/auslandsstudium/incoming-students/getting-in-touch-with-other-students/ https://www.med.uni-wuerzburg.de/studium/mentoren-und-tutorenprogramme/	
52					Train teachers on how to interact with students with mental health issues	Training courses are being offered that are open to all staff members of the university	Ongoing	The <i>Inklusive Hochschullehre</i> (inclusive teaching in higher education) certificate is offered as part of the university's training programme for teaching staff in cooperation with the representative for students with disabilities or chronic health conditions of the University of Augsburg.	The Inklusive Hochschullehre certificate
53					Provide support to students with disabilities or chronic health conditions	The university has established the KIS Student Disability Resource Centre	Completed	The KIS has been established.	KIS Student Disability Resource Centre
54						Prepared report on the further development of the <i>Promotion inklusive</i> (inclusive doctorate) project	In progress	A draft is being prepared.	
55					Identify suitable support options for students from different socio-cultural or socio-economic backgrounds	Conducted and evaluated qualitative and quantitative surveys	In progress	A qualitative survey was carried out as part of a Master's thesis project; the evaluation of the survey is still in progress. A mixed-methods diversity climate survey was developed together with the diversity working group of the Faculty of Human Sciences. The diversity climate survey was conducted in the summer of 2025 (end of July to mid-September) among all students and employees. The survey is currently being evaluated.	Diversity working group

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57	G.1	Governance	Embed sustainability in the structures of the entire university in a binding manner in a whole-institution approach	Embed responsibilities in the area of sustainability in the structures of academic self-governance	Embedded sustainability in the University Board by making sustainability part of the portfolio of a Vice-President	Completed	Sustainability has been made part of the portfolio of a Vice-President.	Vice-President for Sustainability
58					Sustainability Committee meets at least once each semester	Ongoing	Meetings of the Sustainability Committee are summoned at regular intervals. The committee meets at least once each semester. All status groups of the university are represented on the Sustainability Committee. (The Sustainability Committee deliberates in closed session.)	Sustainability Committee
59					Created the position of Sustainability Officer at the faculties	Completed	Sustainability Officers were appointed in 2024. (Their first meeting was held in December 2024.)	Sustainability Officers
60				Set goals for sustainable development and promote monitoring and public reporting on the university's progress in the field of sustainability	Published an overall institutional sustainability strategy	Completed	The sustainability strategy was published in September 2024 and can be viewed on the web pages of the Vice-President for Sustainability or the central sustainability web page of JMU.	2024 sustainability strategy
61					The sustainability strategy is being monitored	Ongoing	This monitoring is overseen by the sustainability lab under the leadership of the Vice-President for Sustainability, with two WueLAB employees playing a leading role.	
62					Core record on sustainability data is being compiled and updated once a year	In progress	The first version of this core record comprises the indicators in the fields in column E that are highlighted in grey. An update will be prepared on this basis as a follow-up to this report.	
63					Have annual oral report on the status of the implementation of the sustainability strategy (incl. carbon footprint and reduction pathway) delivered to the Sustainability Committee and the University Board	Completed	An oral report on the status of the implementation of the sustainability strategy was delivered to the Sustainability Committee on 20 February 2025 and to the University Board during various meetings.	
64					Publish a comprehensive sustainability report with key figures (including from carbon footprint and reduction pathway) at regular intervals	In progress	The preparation of the sustainability report with key figures and the monitoring of the strategy are currently underway and will be completed by the end of 2025.	
65				Establish the WueLAB sustainability lab as a central academic institution and platform for sustainability-related issues	Number of transformation experiments currently being conducted	Ongoing	14 (11 + 3 student-led transformation experiments) correct as of May 2025 in 2024: 12 (10 + 2 student-led ones)	WueLAB transformation experiments
66				Embed responsibilities in the area of operational sustainability in our structures	Established contact point for issues relating to operational sustainability	Completed	The contact point for issues relating to operational sustainability is based at the Office of Occupational Health and Safety, Animal Welfare and Environmental Protection, which, just like the Sustainability Committee, WueLab and the Office of the Chancellor, deals with issues relating to operational sustainability.	Sustainability at JMU Würzburg: strategy, plans and current status - University of Würzburg
67					Create position responsible for energy management	Completed	A position responsible for energy management was created in November 2023.	Team - Office of the Chancellor
68				Establish a low-threshold contact point for issues and suggestions relating to operational sustainability	Explored possibilities for creating a digital solution and implemented this solution (if applicable)	Completed	The establishment of a low-threshold contact point for issues and suggestions relating to operational sustainability had to be postponed indefinitely due to resource constraints.	
69				Suggest sustainability as a topic that could be discussed during annual performance review meetings	Revised the guidelines for annual performance review meetings as well as the forms for meeting notes	In progress	We have started evaluating the guidelines for annual performance review meetings. New guidelines are planned for 2026.	

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70	G.2	Governance	Good and responsible management of the university	Develop a mission statement for, and establish a culture of, good leadership	Appointed Anti-Corruption Officer	Completed	An Anti-Corruption Officer has been appointed.	Anti-corruption - central administration
71					Institutionalised conflict management	Completed	Conflict Management Services at JMU were established in 2015.	Conflict Management Services
72					Developed leadership guidelines for the central administration	Completed	Leadership guidelines for the central administration have been in place since 2018.	Leadership guidelines
73					Developed leadership guidelines for the university's academic staff	In progress	As has been planned, these leadership guidelines will be developed for 2026.	
74					Annual performance review meetings are held in the central administration	Completed	Annual performance review meetings continue to be held in a systematic and structured manner.	
75					Annual performance review meetings are held with the university's academic staff	Ongoing	Annual performance review meetings are already held with certain members of our academic staff and will be extended to more staff members as our mission statement for good leadership is being developed.	
76					Developed a voluntary commitment/code on the abuse of power	In progress	We are in the process of preparing a code, and a certification programme on recognising and preventing the abuse of power has been launched already.	Machtmissbrauch erkennen und verhindern (recognising and preventing the abuse of power) certification programme
77				Contain cases of abuse of power as well as sexual harassment and violence	Established a contact point for victims of sexual harassment and violence	Ongoing	We are in the process of setting up a contact point for victims of sexual harassment and violence or this contact point has already been established to the extent that (1) there is a joint web page for the anti-discrimination and sexual harassment contact points; (2) there is an online contact portal for reporting cases (anonymously if desired); (3) there are advisory structures (strategy and further training) in place; (4) guidelines for dealing with the issues addressed by the contact points are being drawn up.	https://www.uni-wuerzburg.de/en/equity/safespacejmu/ https://uni-wue.share-a-hint.com/
78					Adopted policies for dealing with sexual harassment and violence	In progress	The policies have been developed and are currently being discussed and agreed with the competent organisational units.	
79				Develop the <i>Gesunde Hochschule</i> workplace health initiative further	An employee health and wellbeing day (<i>Gesundheitstag</i>) is held once a year	Completed	An employee health and wellbeing day organised by <i>Gesunde Hochschule</i> has been established.	The <i>Gesunde Hochschule</i> workplace health initiative
80					Integrated students into the structures of the <i>Gesunde Hochschule</i> workplace health initiative	Completed	Student health has been embedded in the <i>Gesunde Hochschule</i> workplace health initiative.	Student health - <i>Gesunde Hochschule</i> workplace health initiative
81				Help staff members and students that have family commitments or consider starting a family reconcile work/study and family commitments	The university undergoes the family-friendly university audit (<i>Audit Familiengerechte Hochschule</i>)	Completed	JMU has been regularly undergoing the family-friendly university audit.	Family-friendly university

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82	G.3	Governance	Ensure gender equality, equal opportunity and inclusion	Continue measures to promote diversity	The university has a diversity policy	In progress	The measures defined in our diversity policy are being implemented gradually; e.g. surveys, preparation of a code of conduct, the ongoing development of contact points and diversity management; also, there is an active working group within the framework of CHARM-EU.	Diversity policy
83					Obtained the <i>Vielfalt gestalten</i> diversity certificate of the <i>Stifterverband der deutschen Wissenschaft</i> association and re-certification	In progress	JMU obtained the 2024 <i>Vielfalt gestalten</i> diversity certificate.	Vielfalt gestalten diversity certificate
84					Established an anti-discrimination contact point	Ongoing	We are in the process of setting up an anti-discrimination contact point or this contact point has already been established to the extent that (1) there is a joint web page for the anti-discrimination and sexual harassment contact points; (2) there is an online contact portal for reporting cases (anonymously if desired); (3) there are advisory structures (strategy and further training) in place; (4) guidelines for dealing with the issues addressed by the contact points are being drawn up.	https://www.uni-wuerzburg.de/en/equity/safespacejmu/ https://uni-wue.share-a-hint.com/
85				Continue measures to promote gender equality	Gender equality monitoring, compiled gender data report	Ongoing	Gender and gender equality monitoring is carried out on a regular basis. The accompanying retrospective gender data report is compiled once a year by the Women's Representative's Office.	2023 gender equality monitoring
86					Share of women on the University Council, Senate, University Board, Extended University Board, Council of Academic Staff and Doctoral Researchers and on the Council of Student Representatives	Ongoing	Share of women in 2024: 1) University Council: 47.6%, 2) Senate: 54.5%, 3) University Board: 42.9%, 4) Extended University Board: 20%, 5) Council of Academic Staff and Doctoral Researchers: 36.1%, 6) Council of Student Representatives: 22.2%	
87					Share of female professors (excluding pay grade W1)	Ongoing	Share of women among holders of a professorship in pay grade W3/C4 = 26.3%	
88					Target agreements on gender equality concluded between the University Board and the faculties	In progress	Target agreements on gender equality were concluded with the individual faculties for the 2022-2026 period.	
89					Revised and published guidelines for appointments	Completed	The associated guidelines for appointments were last revised in June 2024 and are available to all employees.	Guidelines for appointments
90					The university has an equal opportunity policy for the areas of learning, teaching, research and academic self-governance	Ongoing	The university has an equal opportunity policy (2021-2025). There will be a new equal opportunity policy for the period from 2026 onwards.	Equal opportunity policy 2021-2025
91					The university has an equal opportunity policy for its non-academic support staff	Completed	The university has an equal opportunity policy for its non-academic support staff.	
92				Promote inclusion and become more accessible	Developed guidelines on digital accessibility	In progress	We are in the process of preparing guidelines on digital accessibility.	
93					Offered training courses on digital accessibility	Ongoing	In 2024, we offered training courses in an effort to promote digital accessibility. We held a total of four training courses on the creation of accessible documents.	Training courses on digital accessibility
94					Share of staff members with severe disabilities	Ongoing 4.18%	4,18%	Health and Disabilities Representative

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95	G.4	Governance	Strengthen a sustainable HR policy	Help managers become more professional in the way they recruit highly qualified staff	Established a Staff Development Steering Committee	Completed	A Staff Development Steering Committee has been established.	Professional Development		
96					Developed a guide to recruitment	In progress	A draft guide to recruitment has been submitted to the Staff Development Steering Committee to be discussed and agreed.			
97					Training courses on recruitment are being offered for managers	In progress	It is planned that there will be opportunities for further training starting in 2026 when the new guidelines are published.	Leadership and collaboration - professional development at JMU		
98						Share of fixed-term employment contracts without a material reason for the fixed term among non-academic support staff	Ongoing 7.9%	7,90%		
99						Ensure the stability and consistency of the work of university institutions, promote the transfer of knowledge and increase the attractiveness of the university as an employer	Employment contracts with an initial time limit under the German <i>WissZeitVG</i> act: length of contract and number of working hours	Ongoing	§2 (1) Qualifying positions Working hours <50% <365 days: 6, 365 days or more: 11, total result: 17 Working hours 50-100% <365 days: 32, 365 days or more: 242, total result: 274 Total <365 days: 38, 365 days or more: 253, total result: 291	
100					Fixed-term positions - ratio qualifying positions : primarily externally-funded positions				Ongoing	WissZeitVG §2 (1) qualifying positions - 2081 - 69.3% WissZeitVG §2 (2) primarily externally-funded positions - 924 - 30.7%
101				G.5	Raise awareness among the members of the university of the importance of sustainable development	Strengthen communication on the issue of sustainability across the university	Central sustainability web page updated every six months	Ongoing	For this purpose, the Managing Director of WueLAB meets with the Press and Public Relations Office every six months (last meeting held on 23 June 2025).	Sustainability at JMU
102	Developed a strategy for internal communication on sustainability-related issues	In progress	We are in the process of preparing this strategy. The Press and Public Relations Office and WueLAB exchange information on internal communication on sustainability-related issues on an ongoing basis. An employee at WueLAB is responsible for social media marketing and communication/public relations. The President specifically addresses various topics, including sustainability, in the strategy meetings, which are held annually with 10% of our university's professors.							
103	Recognise sustainable action at the university	Ongoing	Since 2017, the university and the <i>Universitätsbund</i> society of the friends and patrons of the university together have been giving out the annual <i>Albrecht Fürst zu Castell-Castell-Preis</i> sustainability award. The award is sponsored by Fürstlich Castell'sche Bank. The JMU Sustainability Committee selects the nominees from the applications received.				Sustainability award			
104	G.6	Strengthen academic self-governance	Keep the decisions taken by the Senate and the Extended University Board transparent	Excerpts from Senate and EUB meetings are published internally	Ongoing	We prepare excerpts from Senate and Extended University Board meetings and make them available to the members of the university.	https://www.uni-wuerzburg.de/universitaet/gremien/sena/mitteilungen-zu-den-senatssitzungen/ https://www.uni-wuerzburg.de/universitaet/erweiterte-universitaetsleitung/mitteilungen-zu-den-eul-sitzungen/			
105				Point out the importance of university elections and committees	In progress	A presentation of role models from the university committees has been implemented to some extent but not yet systematically.	University elections - University of Würzburg			

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107	O.1		Reduce greenhouse gas emissions and become climate neutral	Calculate and monitor the GHG emissions of the university as a whole	Published the university's carbon footprint for the previous year, which was calculated using the BayCalc tool, which is based on the Greenhouse Gas Protocol	In progress	The university's carbon footprint will be calculated in 2025.	
108				Develop, create and implement reduction pathways	Created a (short-, medium- and long-term) reduction pathway based on the university's carbon footprint	In progress	A reduction pathway will also be created in 2025.	Higher education institutions on their way to climate neutrality
109	O.2	Campus operations	Reduce our energy consumption, increase energy efficiency and the share of self-generated renewable energy	Reduce electric energy consumption	Average electricity consumption per m ² (net floor space)	Ongoing	111.08 kWh/m ²	
110					Developed guidelines for reducing our energy consumption for appliances	In progress	We aim to develop these guidelines in 2026.	
111					Participation in the Green IT project of the <i>Digitalverbund Bayern</i> alliance	In progress	The University of Würzburg is one of 9 pilot universities in the Green IT project of the <i>Digitalverbund Bayern</i> alliance. As part of the project, a measuring concept for determining the PUE and other key figures required by the German EnEFG act will first be developed and implemented (work package 1). Subsequently, as part of work package 2, potential analyses of the measures for the respective pilot universities will be created with the help of the local energy agencies. The aim here is to identify measures that are worth taking for each university. On this basis, it will be possible to implement university-specific measures to increase energy efficiency. As part of this project, for example, additional electricity meters will be installed at the Information Technology Centre to enable more precise recording and analysis of its energy consumption.	Green IT project
112				Reduce heat consumption	Total energy consumption (thermal) per m ² (net floor space)	Ongoing	142.9 kWh/m ²	
113					Strategy for increasing the use of waste heat	In progress	We are planning to develop this strategy by 2026.	
114				Reduce our energy consumption for cooling technical equipment	Review methods for producing coldness	In progress	Maintenance work is performed on chillers at regular intervals; the reduction of our energy consumption for cooling is addressed in our overall energy strategy.	
115				Reduce the share of fossil energy	100% of the electricity we use comes from renewable sources	Ongoing	100% of the electricity that JMU uses comes from renewable sources.	
116					Examine possibilities for using hybrid or alternative types of energy in addition to district heating, in particular on Hubland Campus	In progress	We are planning to examine these possibilities by 2026.	
117					Explore and evaluate possibilities for setting up local heating networks (e.g. for the building on Wittelsbacherplatz), in particular in cooperation with other public authorities	Not initiated	We are planning to explore and evaluate possibilities for setting up local heating networks by 2027.	
118	Install photovoltaic systems on JMU roofs wherever this is technologically and legally possible and economical to do and provided there are no biodiversity issues	Electrical output of the installed rooftop PV systems (theoretical output in kWp)	Ongoing	203 kWp (+70 kWp compared to the previous year)				

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118	O.2	Canpus operations	Reduce our energy consumption, increase energy efficiency and the share of self-generated renewable energy	Install a ground-mounted PV system	Developed concept for ecologically valuable land use (biodiversity) under and next to the ground-mounted PV system	Completed	We created such a concept when we applied for a permit for the ground-mounted PV system. This concept is being developed further in the context of a research project by the Chair of Global Change Ecology.	
120					Electrical output of ground-mounted PV systems (theoretical output in kWp)	In progress	2,400 kWp from 2026 onwards	
121	O.3	Canpus operations	Use resources in a sustainable manner	Embed sustainability in our procurement practices	Prepared an internal policy that has been adopted by the University Board	In progress	The policy is currently being developed.	
122					Updated list of products and devices with sustainability-related certifications and seals	In progress	We are in the process of updating this list.	
123				Reduce our materials consumption (e.g. by repairing and reusing or becoming more digital)	Contender in the <i>Papieratlas</i> university competition	Ongoing	Julius-Maximilians-Universität Würzburg has a firm commitment to using paper that bears the Blue Angel ecolabel and thus is one of the most recycled paper-friendly universities in Germany. In 2024, it also increased the share of recycled paper used in its administration, and it was awarded the title of 'most recycled paper-friendly higher education institution' in 2025.	The Papieratlas competition
124					Paper consumption	Ongoing	2024: a total of 3,365,000 DIN A4-size sheets in the central administration 2023: a total of 4,193,450 DIN A4-size sheets in the central administration	The Papieratlas competition
125					Number of orders placed at our digital chemicals exchange	Ongoing	8 orders/chemicals were processed in 2024. Since the chemicals exchange catalogue was introduced in October 2022, there have been a total of 31 orders for 58 individual chemicals.	
126					Number of devices available in the multimedia equipment pool	Ongoing	Number of devices available in the equipment pool in 2024: 180 (2023:150)	WueDive
127				Number of devices used/borrowed from the multimedia equipment pool	Ongoing	Number of devices borrowed in 2024: 884 (2023:922)	WueDive	
128				Number of paper towels purchased	Ongoing	25,098,108		
129				Reduce our consumption of fresh water	Water/wastewater statistics	Ongoing	Water: -4,719.32€ or -8,949m³ Wastewater: +16,378.31€ or +6,118m³	
130					Put in place water management strategy for Hubland Campus (including rainwater irrigation strategy)	Completed	A water management strategy for Hubland Campus has been developed.	Economic sustainability
131				Develop further and implement waste separation, encourage recycling and waste prevention	Waste generation and management statistics: Amount of waste by type	In progress	A comprehensive overview has proved to be too detailed. Instead, we are showing the cumulative figures.	
132					Planned measures for sustainable waste disposal behaviour, including in lecture hall buildings	In progress	Plans for appropriate measures for sustainable waste disposal, including in lecture hall buildings, are being developed in the context of the WueMue – Waste Separation, Avoidance and Recycling at JMU Würzburg project, which is based at WueLAB.	WueMue
133							Developed a strategy for the sustainable disposal of hardware via certified providers	Completed

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					Implementation status (completed; ongoing; in progress; not initiated)	Brief description and justification if not reached/not initiated yet (where applicable)	Links
134	Campus operations	Use resources in a sustainable manner	Take sustainability aspects into account when buildings are being renovated or constructed	Surface area of green roofs	Not initiated	No data available. All buildings that are renovated or constructed are greened and/or equipped with PV systems. Estimating the surface area would require considerable effort.	
135			Present the energy standards of buildings	In progress	The energy standards of 43 out of 112 buildings are presented.		
136		Encourage sustainable, climate-friendly transport choices	Develop a sustainable transportation strategy for Campus Hubland Nord	Offered the opportunity to discuss the strategy at the preparation stage across all status groups in a participatory process	In progress	An update of the master planning is being prepared, but work on it has not begun yet.	
137			Increase public transport use among the members of the university	Number of DB Job Ticket and WVV Mobil-Firmen-Abo public transport passes purchased by employees	Ongoing	The number of DB Job Ticket public transport passes is low. 88 staff members have purchased a Mobil-Firmen-Abo pass (correct as of 13 November 2025).	Economic sustainability
138			Encourage carpooling	Carbon emissions saved through carpools created via the uRyde mobility app	Ongoing	Up to 10kg of carbon have been saved (correct as of July 2025).	
139			Strengthen the use of electric vehicles and raise awareness of the existing charging infrastructure	Usage of the existing electric vehicle charging stations on campus	Not initiated	No data available. Recently, 10 charging stations were installed in the underground parking facility of the canteen on Hubland Campus, which were financed from special earmarked funds from the major construction project to renovate the underground parking facility. These stations are being operated by the WVV public transport company.	Economic sustainability
140				Provide an up-to-date overview of the charging infrastructure on our website	Not initiated	The overview is provided by WVV; currently, there is no overview available on the website of the University of Würzburg.	WVV
141				Share of electronic vehicles on the university's fleet (passenger cars)	Ongoing	25 university fleet vehicles, including 7 electric cars and 1 hybrid car	
142			Encourage people to commute by bike	Entered into a master agreement for purchasing university fleet bicycles	Not initiated	At this point, we have not entered into such a master agreement.	
143		Number of bicycle parking spaces (covered and uncovered)		Ongoing	Around 200 covered bicycle parking spaces have been built on Campus Hubland Nord; There are roughly 100-150 spaces on Campus Hubland Süd; We have built 10 covered spaces at Röntgenring 9; No numbers are available on uncovered bicycle parking spaces.		
144		Design campus grounds with social sustainability and climate change adaptation in mind	Design our campus as a space for social interaction and with the needs of the members of our university in mind, also taking into account aspects of climate change	Prepared an overview of newly-created places to come together on campus	In progress	The Ideas Island (a project by the JMU Alumni Association), a showcase example of a place to come together, was opened on Campus Hubland Nord in the 2025 summer semester. WueLAB has also created new places to come together on Hubland Campus, e.g. the CampusBenches (transformation experiment), the hands-on wall and the barefoot path. An overview of such places to come together is currently being compiled.	https://www.uni-wuerzburg.de/aktuelles/einblick/single/news/ideen-insel-eroeffnet/ https://www.uni-wuerzburg.de/wuelab/forschung/transformationsexperimente/campusbank-biotop-und-informationsverbund-fuer-das-hubland-nord/ https://www.uni-wuerzburg.de/en/news-and-events/einblick/single/news/wuelab-hands-on-wall/
145				Surface area of vertical green (building) surfaces	In progress	No data available. Collecting the data has proved to be too time consuming given the available human resources.	

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					Implementation status (completed; ongoing; in progress; not initiated)	Brief description and justification if not reached/not initiated yet (where applicable)				Links					
O.6	Campus operations	Integrate biodiversity, nature conservation and animal welfare into the further development of the campus grounds	Record, monitor and further develop ecologically valuable and renaturalised green spaces and biotopes	Number of biotopes in the context of new places to come together on campus grounds	In progress	Are currently being prepared.									
				Carried out scientific studies and evaluations of biodiversity on the university's managed mown areas	Ongoing	Data on biodiversity in the green spaces are collected and analysed as part of final theses (Chair of Zoology 3, Chair of Conservation Biology), the UrbanPART project (Junior Professorship of Applied Biodiversity Research) and by volunteers from the Living Campus initiative. Biodiversity is recorded on an ongoing basis in the context of various theses/projects.				https://www.uni-wuerzburg.de/en/projects/initiative-living-campus/projects/monitoring-biodiversity/ https://www.biozentrum.uni-wuerzburg.de/en/adiv/news/single/news/die-stadt-als-winterquartier-fuer-insekten-1/					
			Make progress on the greening of the campus grounds, in particular by planting, grooming and watering trees, shrubs and hedges, to improve soil quality and enhance biodiversity	Number of trees	In progress	1,306 trees on Campus Hubland Süd + Hubland Nord, correct as of 2023				Overview of the tree population					
				Carried out soil monitoring in at least five locations	In progress	Currently, we are operating only one station on campus.									
			Enhance the visibility of biodiversity on campus grounds	Published articles on our website/press releases/social media reports/an annual report in the einBLICK newsletter	Ongoing	Reports and information are available on the BioBlitz species survey project; reports on the Socio-Ecological Transformation of the Campus project within the collaborative REKLINEU project; reports on the CampusBenches transformation experiment (e.g. on the WueLAB Instagram channel: wuelab_uniwue). The <i>L(i)ebenswerter Campus</i> (livable/lovable campus) transformation experiment based at the sustainability lab also conducts research and prepares reports on biodiversity on the campus grounds. There was also a publication in einBlick, for example, about a photo competition for students on the theme of 'biodiversity on campus'. Reports on the various projects are published on an ongoing basis.				https://www.linkedin.com/posts/conserves-living-lab-approach-to-floral-enrichment-in-agricultural-landscapes-conserves-bioblitz-biodiversity-activity-7336338532367523841-De-E?utm_source=share&utm_medium=member_desktop&rcm=ACoAADCbnZ0Bla-wBqQff1KqNpK2gTVZMmjHqEQ https://www.biozentrum.uni-wuerzburg.de/en/zoo3/research/joint-projects/conserves/ (both on the BioBlitz event) https://www.phil.uni-wuerzburg.de/evk/forschung-projekte/reklineu/ https://www.uni-wuerzburg.de/aktuelles/einblick/single/news/transformationsexperimente-wuelab/ https://www.uni-wuerzburg.de/en/wuelab/research/transformation-experiments/liebenswerter-campus/ https://www.uni-wuerzburg.de/aktuelles/einblick/single/news/campus-fotowettbewerb/					
				Completed (extended to Campus Hubland Nord) and groomed biodiversity path + held high-publicity opening ceremony	In progress	Comprising 5 locations, the biodiversity path, which was created in 2022, runs across Campus Hubland Süd. It creates visibility for valuable biotopes and ensures their protection. We are planning to extend the path to include 4 additional locations on Campus Hubland Nord. Potential locations on Campus Nord and the biotopes that we want to make visible have already been identified. Final approval for the locations from the responsible authority is pending. Design of the signage has been developed, content development and implementation still pending.				Biodiversity path					
				Install nest boxes for bats, birds, insects etc.	Number of newly-installed nest boxes for bats, birds, insects	In progress	2 nest boxes for bats and 2 for birds were installed in the context of the CampusBenches transformation experiment. Data from the state building authority not available yet.								
				Undertake animal research in line with the 3R principle	Report on animal research delivered to the University Board by Animal Welfare	Not initiated	Instead of a report, refer to the website of the Initiative for Alternatives to Animal Experiments in Research.				W13R				

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						Implementation status (<i>completed; ongoing; in progress; not initiated</i>)	Brief description and justification if not reached/not initiated yet (where applicable)	Links
154	O.7	Campus operations	Plan and design Campus Hubland Nord with the future in mind	Took into account the aspects of transportation, biodiversity, energy, climate friendliness and social sustainability when revising the master planning for Campus Hubland Nord	Developed guidelines for sustainable campus design as part of the Socio-Ecological Campus transformation experiment	Completed	Four guiding principles ('golden rules') for the socio-ecologically sustainable design of Hubland Campus were defined and published in a booklet. The Socio-Ecological Campus transfer experiment was completed in October 2025.	REKLINEU project 10 (2022-2025) - Chair of European Ethnology/Empiric Cultural Studies
155				Discussed draft version of the revised master planning across all status groups	In progress	An update of the master planning is being prepared; work on it has not begun yet and is scheduled for 2026, as planned.		
156	O.8	Campus operations	Further develop operations in the Sailershausen university forest with the future in mind: biodiversity, soil conservation, water management	Increase soil quality and build up humus	Carried out soil monitoring	Ongoing	The university operates permanent soil monitoring stations that measure soil moisture in the university forest and in the towns of Obbach, Willmars and Bürgstadt.	
157				Monitor biodiversity in the university forest	Compile a biodiversity index	Not initiated	Data on biodiversity in the university forest are regularly collected and evaluated in the context of the large-scale Beta-For and LifeSpan research projects as well as numerous smaller projects. We are not compiling a biodiversity index.	BetaFor
158				Increase the water retention capacity	Developed strategy for the creation of a new retention basin infrastructure (retention basins, wetland biotopes, swales etc.)	In progress	We do not have a written strategy yet, but water retention is systematically addressed in the course of felling measures and road construction. In the past year, drainage lines have been identified, closed systematically and provided with saturation areas as well as distances between logging trails increased and runoff minimised with the help of swales. The measures are an integral part of forest management.	
159				Manage the Sailershausen university forest in a sustainable manner	Adhere to a sustainable felling rate	In progress	We generally adhere to a sustainable felling rate. Stocktaking is currently in progress for the last 10-year period (2014-2024).	
160					Share of climate-resilient tree species	Ongoing	60% (estimate)	
161					Unmanaged areas [in ha]	Ongoing	5% of the forest area, approx. 110ha	
162					Number of habitat trees per hectare	Ongoing	approx. 11/ha (estimate)	
163	Solid cubic metres of thicker pieces of deadwood per hectare	In progress	No data available. Stocktaking is currently in progress.					

Students Initiatives/1

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165	I.1	Student initiatives	Encourage student initiatives in the field of sustainability	Continue communication and transparent, independent debate between the university's academic and/or administrative staff and students on sustainability-related issues	Thematic breadth of discourse formats with students at WueLAB	Ongoing	The WueLAB lecture series comprises discourse formats on biodiversity/campus topics/issues relating to economic and social sustainability. Sustainability at JMU in general is widely discussed at the annual uniwue2030 event (see I.1.1.2). Discourse specifically on climate justice was and is taking place in the context of the student-led Climate Café transformation experiment and in the student led <i>Grüne Netzwerktatt</i> (green networking workshop) format at WueLAB. In the context of the Scientific Perspectives on Sustainability lecture series, too, there is a discourse on the topics discussed in the individual lectures.	https://www.uni-wuerzburg.de/fileadmin/43160000/2024/Ringvorlesung/WS_24-25_Ringvorlesung_Programm.pdf https://www.uni-wuerzburg.de/wuelab/aktuelles/single/news/doppelveranstaltung-reklineu-tp10-lehrstuhl-fuer-ee-ekw-wuelab-der-universitaet-wuerzburg/ https://www.uni-wuerzburg.de/en/wuelab/research/transformation-experiments/transformation-experiments/climate-cafe/ https://www.uni-wuerzburg.de/wuelab/aktuelles/single/news/gruene-netzwerkstatt-1/ https://www.uni-wuerzburg.de/fileadmin/4316-14s/2025/HBNE_WS24.pdf
166					Annual exchange on the topics addressed in the students' 2022 sustainability letter	Ongoing	The kickoff for the activities relating to JMU's climate neutrality initiative and the students' sustainability letter took place in 2022. An annual exchange has been held since 2022/2023 under the name of uniwue2030; the last three events in 2023, 2024 and 2025 were (co-)organised and coordinated by WueLAB.	https://www.uni-wuerzburg.de/stuv/info-beratung/nachhaltigkeitsbrief/ https://www.uni-wuerzburg.de/wuelab/aktuelles/single/news/uniwue-2030-wir-gestalten-mit/ https://www.uni-wuerzburg.de/wuelab/aktuelles/single/news/uniwue-2023-wir-gestalten-mit-1/ https://www.uni-wuerzburg.de/wuelab/aktuelles/single/news/doppelveranstaltung-reklineu-tp10-lehrstuhl-fuer-ee-ekw-wuelab-der-universitaet-wuerzburg/
167				Encourage and support student-led projects based at WueLAB	Developed strategy for student initiatives at WueLAB	Completed	This strategy was prepared in 2024 and can be found on the website.	Research - WueLAB https://www.uni-wuerzburg.de/fileadmin/43160000/PDF/Studierendenkonzept_final.pdf
168					Number of student-led transformation experiments and projects at WueLAB	Ongoing	2024: 2 student-led transformation experiments (now 3 - correct as of May/June 2025)	Student-led transformation experiments - WueLAB
169					Number of cultivated beds in the CampusGarden	Ongoing	All 61 beds are occupied. We are planning to add an additional (final) row of beds, which will bring the total number of beds to almost 80. It is planned that two of these beds will be accessible for people with disabilities. We are making use of all the possibilities available at this point, but there is more potential.	
170					Coordinated local contributions to the Public Climate School, which is offered each year in the winter semester	Ongoing	Coordinated by WueLAB, the Public Climate School is offered every winter semester, most recently from 4 to 8 November 2024 with 21 events in the local and supporting programme as well as three associated events.	https://www.uni-wuerzburg.de/wuelab/aktuelles/public-climate-school/ https://www.uni-wuerzburg.de/wuelab/aktuelles/public-climate-school/2024-pcs/

Students Initiatives/2

A	B	C	D	E	F		G	H
Code	Field of action	Goal	Measures/secondary goals	Indicators Data-based indicators are highlighted in grey; no targets are set (at least at present). The indicators highlighted in white are qualitative indicators that are described and, where applicable, evaluated in the sustainability report.	Data collection indicators			
					Implementation status (completed; ongoing; in progress; not initiated)	Brief description and justification if not reached/not initiated yet (where applicable)		Links
1								
171	Student initiatives	Encourage and ensure student participation in the further development of the university, e.g. in decision-making processes	Promote constructive exchange between the University Board and student representatives	Monthly meetings are held between the University Board and student representatives	Ongoing	Monthly meetings are held between the University Board and student representatives.		
172					Ongoing	Biology The student representatives are invited to all Faculty and Faculty Board meetings, which take place 3-4 times per semester. In addition, the student representatives are invited to attend a meeting of the committee on the use of government subsidies for higher education institutions at least once each semester. In addition, a meeting of students and teaching staff is held once a year on Teaching Day.	Faculty of Biology	
173					Ongoing	Chemistry and Pharmacy An exchange takes place in the context of the periodic meetings of the degree subject committees and the Faculty Board.	Faculty of Chemistry and Pharmacy	
174					Ongoing	Human Sciences During Faculty Board meetings, the student representatives are given the opportunity to provide input on this topic in a separate agenda item.	Institute of Political Science and Sociology	
175					Ongoing	Catholic Theology The Dean's round table meets three times each semester to discuss the upcoming Faculty Board meetings. The round table is also a platform for mutual exchange.	Faculty of Catholic Theology	
176					Ongoing	Mathematics and Computer Science From the 2025/26 winter semester onwards, the Managing Board of the faculty will meet with the student representatives once each semester, following a Faculty Board meeting, to discuss the further development of the faculty.	Faculty of Mathematics and Computer Science	
177					Ongoing	Medicine The Faculty of Medicine engages in regular exchange with the student representatives: The degree subject committee meets three times each semester. In addition, there are meetings on specific issues, e.g. after exams, and regular meetings with the Dean of Studies. In the Dentistry programme, there are periodic evaluation meetings and feedback sessions on specific occasions. In the smaller degree programmes (Biomedicine, Translational Medicine, Midwifery), communication channels are short; feedback is often given on an ad hoc basis. An exchange on continuous curriculum development has been established.	Faculty of Medicine	
178					Ongoing	Arts There is a regular exchange with the representatives of the faculty's student body. This exchange takes place during meetings of the committee on the use of government subsidies for higher education institutions, at which reports on other issues are delivered as well and which provide the opportunity to also discuss issues other than the use of the government subsidies. In addition, meetings are held on special occasions, most recently, for example, on the issue of how students feel about the minimum duration of fixed-term contracts for student assistants.	Faculty of Arts	
179					Ongoing	Physics and Astronomy The Faculty Board meets four times each semester. Two students are always present at these meetings. The meetings often discuss sustainability-related issues.	Faculty of Physics and Astronomy	
180					Ongoing	Law Meetings with the representatives of the faculty's student body are held three times each semester to discuss goals and actions.	Faculty of Law	
181	Ongoing	Management and Economics Once a semester, a special agenda item is reserved at the meeting of the representatives of the faculty's student body where students can present their concerns.	Faculty of Management and Economics					
182	I.3	Provide incentives and recognition for student initiatives	Create opportunities for students to earn credits for their work on university committees	Created a way to award credits to students for committee service	In progress	We will continue to work on this complex issue.		
183				Published information about the possibility to be granted an extension to the time allowed for degree completion on the web pages of Student Affairs	Completed	A booklet with information about reasonable accommodations can be downloaded from the pages of the KIS Student Disability Resource Centre.		Reasonable accommodation
184	I.4	Create more space for student ideas, joint activities and mutual exchange	Provide funds and rooms and, in particular, construct and open Students' House	Opened new Students' House	Completed	The new stuv hub (formerly known as Students' House) was opened in May 2025.		Stuv-Hub

Exchange with Society and Transfer/1

1	A	B	C	D	E	F	G	H
2	Code	Field of action	Goal	Measures/secondary goals	Indicators Data-based indicators are highlighted in grey; no targets are set (at least at present). The indicators highlighted in white are qualitative indicators that are described and, where applicable, evaluated in the sustainability report.	Implementation status (completed; ongoing; in progress; not initiated)	Brief description and justification if not reached/not initiated yet (where applicable)	Data collection indicators Links
186	E.1	Exchange with society and transfer	Inspire socio-ecological transformation in society	Intensify academic exchange with the city and the region on sustainability-related issues	Regular popular science reports on research and teaching projects, which can be accessed via links on the central sustainability web pages	Ongoing	There are various reports, e.g. on the collaborative REKLINEU project in the SPIEGEL supplement <i>StarkesLandBayern</i> (May 2024 issue), on the 2025 Climate Protection Congress organised by the <i>Klima-Allianz Würzburg</i> initiative with the support of WueLAB; or press releases on the Transformation Laboratory University, University and City of Würzburg transformation project. We regularly publish popular science reports about research and teaching projects. Aspects of sustainability-related research and teaching projects conducted at the various faculties are also presented on our sustainability map. In addition, we regularly publish reports about the REKLINEU research project.	https://reklneu.de/gallery/Auszug_Baysl_SPIEGEL-REKLINEU_Seiten26-27.pdf https://www.uni-wuerzburg.de/wuelab/aktuelles/single/news/4-klimaschutzkongress/ https://www.uni-wuerzburg.de/fileadmin/43160000/PDF/Transformationsexperimente/20250606_Pressemitteilung_Auftakt_final_mit_Bild_und_Logos.pdf https://www.uni-wuerzburg.de/en/wuelab/research/transformation-experiments/tsuwue-transformation-laboratory-university-university-and-city-of-wuerzburg/ https://www.uni-wuerzburg.de/wuelab/aktuelles/single/news/gemeinsam-regionale-zukunft-gestalten-1/ https://projekte-1s6.informatik.uni-wuerzburg.de/nachhaltigkeitskarte/
187				Make communication and public relations activities (announcement, information) more effective	Science communication strategy	Completed	A science communication strategy has been in place since April 2025, which contains a series of measures.	Science communication strategy
188				Raise awareness in society of issues relating to sustainability	We offer educational events for the (Würzburg) public, such as lecture series or events held during Public Climate School week	Ongoing	The Sustainability & Global Responsibility lecture series is offered by WueLAB each year in the winter semester; A lecture series from the Environmental Humanities project (REKLINEU) took place in the 2023/24 winter semester; The <i>Campus Nachhaltig Gestalten</i> (sustainable campus design) lecture series (REKLINEU) took place in the 2024 summer semester; The Public Climate School is held each year (see 1.1.3.2). In addition, public symposia by the REKLINEU project were held, for example, at THWS in July 2024 on the topic of 'building' and in November 2024 on the topic of 'forests'.	https://www.uni-wuerzburg.de/wuelab/aktuelles/ringvorlesung-ws-24-25-nachhaltigkeit-und-globale-verantwortung/ https://www.uni-wuerzburg.de/wuelab/aktuelles/public-climate-school/ https://www.uni-wuerzburg.de/wuelab/aktuelles/public-climate-school/2024-pcs/
189				Sustainability-related learning opportunities for schools	Number of school groups hosted at the Teach'n'Learn Garden (<i>LehrLernGarten</i>) or Teach'n'Learn Lab (<i>LehrLernLabor</i>).	Ongoing	2024: 78 school groups hosted at the Teach'n'Learn Garden; In addition, we reached 14 groups via holiday care activities, 5 working groups and 9 daycare groups.	
190					Number of teachers attending events at the Teach'n'Learn Garden and the MIND Centre	Ongoing	In 2024, we offered 5 training courses for teachers, which were attended by a total of 131 teachers. In addition, we reached 156 teachers through the visits of 78 school groups to the Teach'n'Learn Garden. In 2024, the MIIND Centre reached a total of 603 teachers through training courses on ESD-related issues.	MINTeinander 2024
191					Training courses on sustainability-related issues for teachers of all school types	Breadth of further training for teachers in the field of ESD	Completed	In 2024, the PSE held a joint autumn conference with the school development coordinators for Lower Franconia, which had approximately 400 attendees. The workshops offered as part of the autumn conference covered a wide range of topics, ranging from the creation of school gardens, cycling in class, presentation of a climate kit, understanding climate change, an educational game on photovoltaics for pre-school and primary-school children, sophisticated physics experiments for students at secondary schools as well as information about the Gramschatzer Wald Forest Experience Centre (WEZ) and the <i>AKTION GRUNDWASSERSCHUTZ – Trinkwasser für Unterfranken</i> groundwater protection campaign through to practical workshops for teachers (knowing, appreciating and protecting butterflies), simulations, simulation games and role-playing games in the field of education for sustainable development. The event was attended by teachers from all school types, teaching-degree students and trainee teachers from all school types, members of the university's teaching staff and headteachers of schools. The team of school development coordinators, which organised the conference together with representatives from the PSE, comprised members from all school types.

A		B		C		D		E		F		G		H	
1	Code	Field of action	Goal	Measures/secondary goals	Indicators Data-based indicators are highlighted in grey; no targets are set (at least at present). The indicators highlighted in white are qualitative indicators that are described and, where applicable, evaluated in the sustainability report.	Data collection indicators									
						Implementation status (completed; ongoing; in progress; not initiated)	Brief description and justification if not reached/not initiated yet (where applicable)				Links				
2															
192	E.1	Exchange with society and transfer	Inspire socio-ecological transformation in society	Hold alumni events on topics related to socio-ecological transformation	Breadth of alumni events on topics related to socio-ecological transformation	Ongoing	Among other events, there was a guided tour of the Botanical Garden for the University of Würzburg community on 25 October 2024, walks with the foresters in the university forest on 5 April 2025 and 9 March 2024 and a lecture on environmental development in the Central Sahara on 7 February 2024. The work-life balance subgroup met on 16 July 2024. An article was published in our einBlick newsletter about our alumnus Jan Haft and the dream of untouched nature. In addition, there was a special tour of the Siebold Museum on 3 February 2024. On 25 June 2024, one of our alumni gave a talk on sustainability consulting at PricewaterhouseCoopers GmbH.				Uni Würzburg Community				
193				Enhance the visibility and communication of discipline-specific and interdisciplinary or transdisciplinary research on the issue of sustainability or with applications in the field of sustainability	We present research on aspects of sustainability/SDGs conducted at our faculties	Ongoing	Research on aspects of sustainability is presented, for example, at the <i>Zukunftsfest</i> future festival or at events during the Würzburg <i>Zukunftswochen</i> future week or at the <i>ZukunftsAllee</i> event in the city, organised by JMU/sustainability lab and THWS. Sustainability-related research projects conducted at the various faculties are also presented on our sustainability map. The findings of REKLINEU were presented, for example, during a public event at the Central cinema or at a parliamentary breakfast at the Bavarian State Parliament.				https://zukunftswochen-mainfranken.de/ https://www.tvmainfranken.de/mediathek/video/das-zukunftsfest-in-wuerzburg-auftakt-zur-zukunftswochen-mainfranken/ https://www.uni-wuerzburg.de/aktuelles/einblick/single/news/aktionstag-in-wuerzburg-nachhaltige-forschung-zum-anfassen/ https://projekte-1s6.informatik.uni-wuerzburg.de/nachhaltigkeitskarte/ https://reklneu.de/gallery/Handout%20PF_final.pdf				
194				Transformation experiments based at WueLAB are presented on websites		Ongoing	Brief information about the transformation experiments that are currently being conducted is presented in an overview, and more detailed descriptions are found on subpages. In addition, articles about these experiments are published regularly in the WueLAB newsletter (when there are updates, new project steps).				https://www.uni-wuerzburg.de/en/wuelab/research/transformation-experiments/ https://www.uni-wuerzburg.de/en/wuelab/about-us/newsletter/				
195				Support the foundation of start-ups in the field of ecological sustainability	Thematic breadth of spin-out companies from the university that aim to promote ecological sustainability	Ongoing	Start-ups were founded in the fields of health, well-being, inclusion, social justice and green and sustainable products.								
196	E.2	Encourage entrepreneurship in the field of sustainability and among women	Enhance the visibility of social entrepreneurship and people's social entrepreneurship skills	Number of multipliers for social entrepreneurship who have been trained at Teachers as Changemakers events	Ongoing	The Teachers as Changemakers events were attended by 475 people; 150 students, 67 members of the teaching staff, 150 teachers and 109 others, mostly school students.				Teachers as Changemakers					
197			Systematically point out the start-up potential of their research to female scientists from STEM subjects	Held Social Innovators Challenge (SIC)	Completed	We held the Social Innovators Challenge together with Young Entrepreneurship in Science/Falling Walls. In 2020: 48 participating teams (300 participants), 12 teams made it through to the final; In 2021: 21 participating teams (317 participants), 12 teams made it through to the final; and In 2022: 16 participating teams (104 participants), 8 teams made it through to the final. The SIC was discontinued after the Covid-19 pandemic.				Social Innovators Challenge					
198			Number of participants in the <i>Frauen.MI*N*T.Gründungsgeist</i> (women.STEM.entrepreneurial spirit) initiative	Ongoing	An average of 40 participants from JMU attended the seminars.				Frauen.MI*N*T.Gründungsgeist						

Exchange with Society and Transfer/3

1	A	B	C	D	E	G		H
2	Code	Field of action	Goal	Measures/secondary goals	Indicators Data-based indicators are highlighted in grey; no targets are set (at least at present). The indicators highlighted in white are qualitative indicators that are described and, where applicable, evaluated in the sustainability report.	Data collection indicators		
					Implementation status (completed; ongoing; in progress; not initiated)	Brief description and justification if not reached/not initiated yet (where applicable)	Links	
199	E.3	Exchange with society and transfer	Alleviate the shortage of academic professionals, especially in the context of sustainable development	Ensure that more students complete their degrees successfully	Presented potential areas of employment and career prospects in the context of sustainable development at information events on a wide variety of fields of study	Ongoing	Potential areas of employment and career prospects in the context of sustainable development have not yet been presented in a systematic manner at information events on a wide variety of fields of study.	Student Information Day
200					Job fair is held each year	Ongoing	A job fair is held each year	Study&Stay job fair
201					Number of students who successfully completed their degrees	Ongoing	4,334 students completed their degrees in 2024.	
202				Get more school students interested in pursuing a degree in a STEM subject	Examined conditions that need to be met for school students to get interested in studying a STEM subject	In progress	Our work here is still in progress (scheduled to be completed by 2028).	
203					Number of attendees of our STEM summer schools	Ongoing	2023: approx. 130 attendees 2024: approx. 100 attendees 2025: approx. 140 attendees	STEM summer schools
204					Number of first-semester students in STEM subjects	Ongoing	1,991 students commenced their studies in 2024.	Studying STEM subjects
205	E.4	Exchange with society and transfer	Network with other institutions and initiatives on sustainability-related issues	Be active members of and participants in local, regional, national and international networks	Membership of the Green Network	Ongoing	We are a member of the Green Network.	The Green Network
206					Partner in the <i>Verantwortungsregion Mainfranken</i> (responsibility region Main-Franconia) initiative	Ongoing	We attend regular meetings twice a year.	Verantwortungsregion Mainfranken initiative
207					Membership of BayZeN	Ongoing	JMU is represented on most of the working groups.	BayZeN
208					Membership of HOCH-N	In progress	JMU applied for membership of the HOCH-N network in the autumn of 2025.	HOCH-N
209					Attended CHARM-EU networking events	Ongoing	A WueLAB employee regularly attends various networking events.	https://www.uni-wuerzburg.de/en/university/international-partners/charm-eu/ https://www.uni-wuerzburg.de/en/news-and-events/news/detail/news/charm-eu-day-2024/ https://www.uni-wuerzburg.de/en/news-and-events/news/detail/news/vortrag-austausch-challenge-based-learning/ https://charm-eu.eu/event/dissemination-workshop-of-path-planetary-health-joint-masters-program/