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DI PADOVA

Sustainability commitments charter 2018 - 2022



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Introduction

As stated by the World Commission on Environment and Development, *“Humanity has the potential to make development sustainable, that is to ensure that it meets the needs of the current generation without compromising the ability of future generations to respond to theirs”* (Gro Harlem Brundtland, 1987).

The University of Padova recognises its role in the transition process towards a sustainable society. By promoting and organising higher education and scientific research, as well as the transfer of knowledge within the local community, it contributes to the creation of new models of social, cultural, scientific-technological and economic development. From the perspective of conscious and proactive social responsibility, the University of Padova is committed to ensuring that these models, and with them the practices and tools that result, lead to sustainable development, increase well-being and enhance the quality of life.

The objectives, goals and means to transform our world have been defined in *“The 2030 Agenda for Sustainable Development”* signed in September 2015 by the governments of the 193 member countries of the UN: a great plan of action for states, institutions and people. It is articulated in 17 *Sustainable Development Goals, SDGs*, for a total of 169 ‘targets’ or goals, which will stimulate action over the next fifteen years.

With the launch of the *“Sustainable UniPadova”* project, coordinated by Prof. Francesca da Porto, Vice Rector for Buildings and Safety, the University implements the United Nations Agenda 2030. This, together with the work that the University has fostered in the various areas of sustainability, promotes sustainability at all levels and in all contexts, aiming to achieve the set objectives, with particular attention to inclusion and appreciating and valuing differences.

This document intends to define the University’s sustainability commitments by connecting scientific-technological innovation and management methods, the objectives and measures to be implemented - giving due importance to communication and the involvement of all the members of the academic community. It represents a beacon which will help direct the University in its planning, supporting the collaboration and cooperation with the institutions.

Rosario Rizzuto, Rector
Alberto Scuttari, Director General

Sustainable UniPadova

The University of Padova, in accordance with its tradition – dating back to 1222 and summarised in the motto *“Universa Universis Patavina Libertas”* – *“promotes the development of a culture based on universal values such as human rights, peace, environmental protection and international solidarity”* (Article 1.2 of the Statute).

In line with this vision, and pursuant to its mission to create value for its stakeholders and for the whole community, the university reaffirms its central role as a public body and promoter of sustainable development in the following areas: growth, welfare and fair sharing of economic resources, inclusion and gender equality, environmental protection.

Attention to sustainability and awareness of the role it plays in the development of future generations are core values of the University. It assumes a management and organisational model that is attentive to sustainability and inclusion and organises activities that also involve the local community.

This commitment, with the contribution of the various components of the academic community, is implemented in areas in which the University carries out its functions: teaching, research and technology transfer, as well as the link with the local institutions and community and the mediation between their graduates and the labour market.

In this context, the University has created and intends to promote the “Sustainable UniPadova” project, as a container and catalyst for initiatives aimed at sustainability. “Sustainable UniPadova” proposes to coordinate and give visibility to all the actions organised by the University in terms of sustainability, involving the entire academic community, from students and staff to government bodies. Secondly, it supports the launching of new initiatives, the development and implementation of best practices, their transfer and dissemination within the University and further afield.

Involvement

“Sustainable UniPadova” is based on everyone’s involvement. The University is a community of over 65,000 people, in a city of 215,000 inhabitants - a bearer of values and an instrument of innovation. Each constituent - students, researchers, technical and administrative staff, professors, Alumni, citizens, businesses, partners and associations - is a driving force of change. Only this awareness, within a framework of shared responsibility, will make it possible to achieve an effective, sustainable environment.

For this reason, the initiatives aim at involving everyone: proposals from technical and administrative staff, research and teaching staff, students, institutes and associations are all welcome. The involvement of local institutions, above all the Municipality of Padova, is particularly important to increase awareness and to share the best practices with the community, bringing it closer to the issues of sustainability. The University therefore commits itself to promoting networking actions in the local area, whilst recognising the importance of sharing and exchanging, committing itself to join and actively participate in the main national and international sustainability networks.

Governance and organisational choices

The governance and the general management have adopted the sustainability policies and have translated them into strategic Aims and Objectives, contained in the Integrated Performance, Anti-Corruption and Transparency Plan - operational objectives, concrete and measurable, whose achievement will be periodically reported to the stakeholders. Attention to sustainability will be explicitly included in the University Statute, as well as the tools that favour the implementation of the sustainability policy. Planning tools will be accompanied by monitoring ones, together with periodic reporting and drafting of sustainability reports.

In the recent reorganisation, the central management has embraced the need for coordination and promotion of the University’s sustainability actions. The new organisational structure provides a reference office for the “Sustainable UniPadova” project, i.e., the Public Engagement Office of the Communication and Marketing Area. This acts as a point of coordination and a link between the offices and the people who work on the individual themes, such as the Office of Environment and

Safety and the Facility and Energy Management Office of the Central Administration, the departments, centres, national and international networks. The promotion of the actions also involves connecting, selecting and analysing the data to be used for the rankings, in particular GreenMetric, for the Social Audit and for the Gender Equality Report.

Course of Action

The University of Padova, through the launch of the “Sustainable UniPadova” project and the enhancement of the already existing measures, adopts the following course of action:

Increase the impact of the University on sustainability issues

The University undertakes to assume the perspective of sustainability and to implement it at all levels and in all areas in which its institutional mission is performed.

- Introduction of the themes of sustainable development in the educational courses.
- Support projects that develop “Sustainability and Inclusion” in a broad sense, in both the University and local area.
- Enhancement of the themes of sustainable development in research.
- Implementation and support of initiatives that promote the transfer of knowledge and best practices within the local community.
- Promotion of a widespread cultural change, within the academic and local community.

Promote the themes of social sustainability

The University aims at creating an environment of study and work based on the values of inclusion, gender equality, enhancement of differences and of the potential of each, spreading good practices and a culture based on equity, non-discrimination and social cohesion.

- Support projects that develop “Sustainability and Inclusion” in a broad sense, in both the University and local area.
 - Promotion of initiatives aimed at guaranteeing health and wellbeing, equal opportunities for staff, students and citizens.
 - Enhancement and coordinating voluntary actions and social commitment; promoting the themes of responsibility, civic sense and transparency in the community.
-

Reduce the environmental impact of the University

The University undertakes to optimise the structures and processes by improving the management of energy and water resources and the protection of the environment in which it operates, promoting initiatives for the dissemination of best practices.

- Reducing the carbon footprint, acting in particular on energy sources and mobility.
- Starting and disseminating the use of best practices and the correct information on the use of resources, the reuse and recycling of products, the reduction of consumption.
- Improving of the levels of the university's buildings and introducing sustainable management systems.

Enhance and make the role of the University perceptible

The University works to establish a wide transparent and continuous relationship with all its internal and external stakeholders and with the whole community, capable of generating direct involvement on issues related to sustainability.

- Promoting the image of Sustainable UniPadova by focusing on the involvement of the academic community and local citizens.
- Developing incisive actions, in education, training, research, aiming at value creation, both at national and international level; assessing the social impact of the investments that are implemented.
- Enhancing and systemising the various activities, considering them in the light of sustainability and making them communicable in the rankings.

Networking and innovating

The University promotes communication and sharing of objectives and actions with organisations, companies and organisations operating nationally and internationally to maximise the impact, effectiveness and scope of actions linked to the sustainability objectives.

- Encouraging participation and inclusion in the most accredited national and international networks and platforms.
- Stimulating technology transfer and entrepreneurial development, in order to create job opportunities and economic development.
- Launching initiatives with partnerships that involving public and private associations and subjects, participating in calls for proposals.
- Implementing routes that allow the University to make its own high quality contribution to the social, political and scientific debate on sustainability, at national and international level, also through original course of action.

Areas and actions of Sustainable UniPadova 2018-2022

Resources Responsible management of resources in relation to availability, economic and environmental impact, discouraging waste and promoting the reduction of consumption.

- **SPP-Sustainable Public Procurement and Green Public Procurement:** training of operators; activation of supplier qualification/control procedures and selection of sustainable products and services. Drafting of the three-year plan for green purchases.
- **Recycling:** targeted communication campaigns and training, e-learning training of staff, students, external service companies in order to further encourage differentiated waste collection in the university facilities.
- **Reduction of plastic consumption:** targeted communication campaigns and supply of biodegradable and/or recyclable products.
- **Reduction of paper and toner consumption:** print management, digitisation of documents, dematerialisation.
- **Recycling and reuse of products and/or their components:** activation of an online management system for material to be disposed of.
- **Launch of interoperable and sustainable management procedures** for the University's assets through the application of Building Information Modelling.

Environment and Energy Monitor and increase the energy efficiency of the University facilities, reducing emissions. Raising awareness and involvement on environmental, energy and climate change issues.

- **Carbon footprint:** drafting a document to analyse the emissions of CO₂ deriving from the University's activities and how to reduce them.
- **Carbon offsets:** compensation of the greenhouse gas emissions that are produced by the University.
- **Analysis of environmental performance and energy efficiency of the University:** monitoring of the electrical and thermal consumption, optimisation through the implementation of photovoltaic systems, LED lighting and introduction of intelligent energy management systems, upgrading of plants, use of renewable energy sources, installation of systems for the regulation and optimisation of consumption, definition of policies on eco-sustainability.
- **Certifications:** LEED® certification - Leadership in Energy and Environmental Design and BREAM certification in USE for buildings such as the Bo Palace, Botanical Garden and Biodiversity Garden, new Arts Faculties in via Beato Pellegrino (Padova).

- **Enhancement and upgrading of green areas** also through participated mapping and ecological-economic quantification of ecosystem services and transformation in urban parks (eg. via Campagnola, Padova, park of Villa Revedin Bolasco in Castelfranco Veneto - TV).
- **Participation in national events/campaigns**, such as "Caccia al kWh" and "M'illumino di meno".

Mobility and Transport Promote inclusive and sustainable mobility projects, in collaboration with the Municipalities and the territory where the University of Padova is located.

- **Commuting** of employees and students: analysis of the data collected through the questionnaire and drafting of the PSCL - Commuting Plan - to be promoted with the Municipality and the local public transport company.
- **Promotion of cycling** and of those means of transport with a lower environmental impact, in collaboration with the Municipality of Padova.
- **Implementing measures** that promote sustainable and inclusive transport modes for employees and students.
- **Mapping of architectural barriers** and identification of intervention priorities.
- **Increase of teleworking and launch of smart working**, promoting the use of audio and video conferences in order to reduce travel.
- Creation of a "Joint Laboratory" university-company for the **development of a district on electric transport means**: development of a new production district that joins academic knowledge to the skills of local companies.

Welfare Promotion of actions aimed at improving the health and well-being of the people in the University and promoting work-life balance.

- Design of the **University welfare plan**, which collects all existing and future interventions (supplementary health care, subsidies for transport costs, for training...).
- **Promotion of flexible work** through the preparation of spaces of smart working and the extension of the regulation on teleworking.
- Implementation and monitoring of the Action Plan scheduled for the 2017/2019 period in the context of EU-HRS accreditation (**Human Resources Strategy for Researchers**) to improve the working conditions of all researchers working at the University.
- **Monitoring the level of well-being of the members** of the University and their needs to achieve a work-life balance. Predisposition of improvement plans in particular measures to support parenting and facilitating access to nursery schools.
- Integrated structuring of **counselling and psychological support services** for students (SCUP) and medical services for students and staff.

- **Organisation of sports and wellness activities for staff**, activation of paths to promote physical activity and promotion of Corporate Wellness policies for the well-being of employees.
- **Implementation of the "student-athlete" programme**, already active, for a better reconciliation of a competitive sports career with an academic path.
- **Launch of sustainable food training courses**, with local products, both for students and employees.

Inclusion

Promotion of an inclusive culture and the predisposition of diversified resources and support to guarantee everyone access to the University's facilities and activities.

- **Awareness actions, training, involvement and research/action** to promote an inclusive and sustainable culture at various levels such as the General Course on Human Rights and Inclusion, the Manifesto for Inclusion, the adhesion and promotion of projects.
- Review of documents, sites, administrative documents, etc. using an **inclusive language**, clear, positive and attentive to the needs of the person.
- **Development of widespread support actions**, involving students, professors (eg. reference people for inclusion and disability, inclusive peer tutors) and staff, as well as specific support actions, coaching and counselling, with expertise in the under-represented groups.
- **User-friendliness** of websites, documents, materials, lectures, cultural events, etc., in order to reduce social, administrative and cultural barriers.
- **Increase of local networks** to promote the sharing of an inclusive culture and the co-construction of inclusive actions.
- Opening of **channels dedicated to the inclusion of immigrants and asylum seekers** according to the principles of freedom and hospitality, in collaboration with international assistance and support networks and in coordination with local associations and bodies.

| | |
|---------------------|---|
| Equal Opportunities | <p>Promotion of gender mainstreaming, gender equality and respect for differences in scientific careers, study and work. The commitment to eliminate discrimination, stereotypes and gender-based violence.</p> <ul style="list-style-type: none"> - Drafting of the Positive Action Plan 2018-2020 for the promotion of gender equality and the reconciliation of work-life for students, academia and staff; implementation of the actions contained therein. - Establishment of the "Elena Cornaro University Centre" (CAEC) for research and training on knowledge, cultures and gender policies. - Opening of a general course on gender issues, in collaboration with the UNESCO UniTwin international project dedicated to women, media and ICT. - Orientation and mentoring actions to increase female presence in the STEM disciplines. - Implementation of guidelines for an administrative and institutional language that is attentive to gender differences. - Raising activities for and with institutions and local areas to increase training and awareness. - Monitoring and controlling activities by the Central Guarantee Committee for equal opportunities, workers' welfare and non-discrimination (CUG) and drafting of the Gender Equality Report of the University of Padova. |
| <hr/> | |
| Education | <p>Promotion of inclusive training, open to all members of the local community. Orientation strategies aiming at life-long training and learning: School-University-Work.</p> <ul style="list-style-type: none"> - Transversal e-learning course on sustainability issues to be proposed at all levels of academic education, with recognition of additional training credits. - Disclosure and teaching in primary and secondary schools of issues of sustainability and inclusion. - Promotion among students of courses dedicated to the theme of sustainability, tracking the courses that pertain to the 17 SDGs with inclusion in the syllabus, starting from the A. Y. 2018/19. - Introduction of the theme of sustainability in the life-long teacher education through the RUIAP network (Italian University Network for Lifelong Learning). Advanced training courses for the life-long training of nursery, primary and high-school teachers. - Promotion of blended learning models in teacher training for the sustainability of work-study and life balance (work-life balance). |

Cross-cutting fields

- National and International networks**
- Active participation in the most accredited national and international networks. The main national reference networks are:
 - RUS – Italian University Network for Sustainable Development (Working groups: mobility, waste, energy, climate change, education).
 - ASviS – Italian Alliance for Sustainable Development.
 - The international networks of interest are:
 - GGKP – Green Growth Knowledge Platform
 - UN – Global Compact (United Nations Global Compact)
 - Climate-Kic.
 - Technology transfer, innovation, launch of innovative start-ups for the creation of opportunities for economic growth and employment for university graduates.
 - Participation in international university networks (European University Association, Coimbra Group, Venice International University...) on actions related to sustainability issues.
 - Development of bi- and multi-lateral agreements with institutions and universities at international level in the field of sustainability.
-

- Research**
- Enhancement and promotion of transversal research lines and project proposals, focused on issues related to sustainable development, conducted by interdisciplinary research teams that intend to tackle the challenges of sustainability identified in the 17 SDGs of the European agenda with an innovative and cutting-edge approach.
 - Participation in calls for research projects aimed at promoting gender equality, inclusion and social sustainability issues.
 - Strengthening of collaborations with the main national and international research centres and communities involved in issues of environmental and social sustainability at national and international level (e.g. Climate Kic, European community of knowledge and innovation towards sustainability, accelerator for female students and students, ideas).
 - Launch of schools and workshops for PhD students and for young researchers to design frontier, interdisciplinary and cross-sector research, oriented towards global challenges and guided by the 17 SDGs of the European Agenda.
 - Launch of training seminars and orientation to the principles of Responsible Research and Innovation (RRI).
 - Initiation of a monitoring activity aimed at putting all the results of the research produced at the University on the themes of sustainable development into a system.

Cultural heritage, knowledge and best practices

- Enhancing the role of the artistic and cultural heritage, of museums, libraries and historical parks and gardens of the University of Padova.
- Development of collaborations with national and international public and private institutions and local coordination in the region of the University of Padova.
- Establishment of a permanent group that coordinates the initiatives and best practices shared by the various actors, granting visibility to all initiatives; creating of a “best practice archive” to become a model and inspiration for society.
- Coordination with the Municipalities on cultural and environmental projects through a pool of managers (energy, mobility, sustainability, carbon manager).
- Collaborations with the labour market thanks to Unismart Padova Enterprise and the University of Padova’s Alumni Association.
- University Contest: involvement of students, researchers, administrative and technical staff and industrial partners in the quest to find a solution to environmental and technological problems; creation of “Joint Laboratory” university-enterprises to develop productive clusters on the themes of sustainability (sustainable and electric transport, energy qualification, waste management...).

Communication

- Drafting of a communication plan on the sustainability policies and action plan of the University.
- Promotion of the Sustainable UniPadova project through the identification of the logo, the publication of a dedicated section on the University website, the activation of the email sostenibilita@unipd.it.
- Promotion of initiatives and actions of the University in terms of sustainability through traditional media channels (press and mass media) and University social media channels (Facebook, Instagram, Youtube, ...).
- Drafting of a calendar of events on sustainability and participation in events organised by national and international networks.
- Promotion of national and international initiatives and events related to SDGs and sustainability.
- Linguistic adaptation (first and foremost, in English) of internal communication tools to allow students, researchers and international guests to be informed and participate in all the University initiatives.

Monitoring and Reporting

- Monitoring of water, electricity, paper, waste production and emissions measurements in terms of environmental and economic sustainability to ensure continuous improvement of services.
- Periodic reports, drafting of sustainability reports (baseline 2017), Financial Report, Gender Equality Report and Social Audit, also with the aim of improving ranking placements, particularly in the Green-Metric Ranking.

Sustainability objectives 2018

The strong investment of the governance on the issues of sustainability involves organisational and operational repercussions that transversely connect all the University's structures and involve the entire community.

Membership to the Italian University Network for Sustainable Development (RUS) led to the creation of thematic Work Groups (Climate Change, Education, Energy, Mobility, Waste) made up of academic and administrative staff and to participation in national campaigns and initiatives ("M'illumino di meno", the Festival of Sustainable Development ...) aimed at catalysing the commitment towards a common goal, maximising the impact and ensuring effectiveness.

At the same time, the decision to link environmental sustainability themes and actions to the planning and reporting of social sustainability, intended as a well-distributed promotion of well-being for all. A topic in which the University has been involved for a while and entails the implementation of processes that permeate the institution in all its parts, leading to an enrichment of the University's shared identity in terms of greater awareness and involvement.

In this context the sustainability objectives of the Director General and of the managers of the various areas included in the Integrated Performance Plan of the University of Padova for the three-year period 2018-2020 have to be considered (to consult the whole plan: www.unipd.it/trasparenza/piano-performance).

Legend:

| | |
|---|--|
| AAGL General and legal affairs | ACOM Communication and marketing |
| ADISS Teaching and student services | AES Construction and Safety |
| AFIP Finance and Planning | APAL Heritage, Procurement and Logistics |
| ARRI Research and Relationships with Companies | ARU Human Resource Area |
| ASIT IT and Telematic Services | CA_CAM University Centres for Libraries and Museums |

| Strategic objectives | | Improvement of organisational well-being | | |
|--|--|--|----------------|-------------|
| Operational objectives | Indicator | Target | Length (years) | Area |
| Provide digitised tools to staff to manage activities regarding work performance and career events. | Number of processes re-engineered and digitised. | Review of at least three processes. | 1 | ARU ASIT |
| Increase the external use of management applications, strengthening IT security and perimeter defence through the purchase, installation, configuration and commissioning of dedicated hardware and software appliances. | Number of new enterprise-installed appliances. | A new Waf type appliance (Web application firewall). | 1 | ASIT |

| Strategic objectives | | a) Improving the well-being of employees and students b) Promotion of an inclusive culture | | |
|---|--|---|----------------|------|
| Operational objectives | Indicator | Target | Length (years) | Area |
| Prepare a welfare plan that transforms the current system of allocation of "provisions", contributions and services into a set of initiatives aimed at increasing the well-being of the employees and their family, to be submitted to the Board of Directors and implemented in compliance to the set deadlines. | <i>Phase 1:</i> preparation of the plan and presentation to the Board. | <i>Phase 1:</i> by the end of May 2018. | 2 | ARU |
| | <i>Phase 2:</i> activation of the services. | <i>Phase 2:</i> by October 2018. | | |
| | <i>Phase 3:</i> integration of services. Staff satisfaction level measured by specific questionnaire. | <i>Phase 3:</i> by 2019. Degree of satisfaction of at least 3 out of 5. | | |

| Strategic objectives | | Improvement of the quality of services offered to internal and external users | | |
|--|---|---|-----------------------|------------------------|
| Operational objectives | Indicator | Target | Length (years) | Area |
| Open Access - application of the regulation on open access of the University with particular reference to the number of items included in the platform and analysed for validation. | no. analysed articles | 100% articles included in IRIS / ARCA in 2018 | 3 | CA_CAM |
| Electronic voting in the University with Helios Voting system. | a) Student online elections; b) Percentage of elections conducted online | a) ON b) 90% of elections carried out during the year | 3 | AAGL |
| Strategic objectives | | a) Increase ability to attract competitive research funds b) Improvement of the quality of services offered to internal and external users | | |
| Operational objectives | Indicator | Target | Length (years) | Area |
| Design and implementation of a support service for research data management to allow response to the requirements of the European Commission for the researches financed with public funds ("Open Access by-default"). | a) Technological infrastructure; b) Research support service. | a) technological infrastructure: pilot test by December 2018; b) support service for researchers: Front desk test and communication/ documentation by December 2018. | 1 | APAL ARRI CA_CAM |

Strategic objectives

- a) Economic and financial balance
b) Improvement of the quality of services offered to internal and external users

| Operational objectives | Indicator | Target | Length (years) | Area |
|---|---|------------------------------------|----------------|------|
| Digital procurement system and procurement cycle improvement. Efficiency of purchasing procedures: | 1) Number of procurement procedures managed with the new system; | 1) 2 procedures | 2 | APAL |
| | 2) Number of procurement procedures managed with the CONSIP dynamic system; | 2) 2 procedures | | |
| | 3) GPP standard "green" purchase number; | 3) determination of baseline value | | |
| | 4) Provision of service card. | 4) 31 December 2018 | | |

Strategic objectives**Construction sustainability and safety**

| Operational objectives | Indicator | Target | Length (years) | Area |
|----------------------------------|---|--|----------------|------|
| Reduction of energy consumption. | 1) Replacement of existing boilers with high-efficiency models; | 1) at least three | 3 | AES |
| | 1) Replacement of existing light with high-efficiency models; | 2) 1000 lamps threshold by December 2018; target 2000 lamps by December 2018 | | |
| | 3) Realisation of the central heating generators control network North Piovego and Agripolis. | 3) November 2018 | | |

Strategic objectives

- a) Sustainable and safe building
b) Economic and financial balance

| Operational objectives | Indicator | Target | Length (years) | Area |
|---|-----------------------------------|--------------|----------------|------|
| Creation of a single database (internships and placement, alumni, fundraising) aimed at implementing fundraising actions. | Realisation of a single database. | October 2018 | 1 | ARRI |

Strategic objectives

- Enhancement of services in support to students to improve their study-life conditions

| Operational objectives | Indicator | Target | Length (years) | Area |
|---|---|---|----------------|--------|
| Digitization of processes: | | | | |
| a) University enrolment of students (first-level study courses with free access and, under experimentation, post-graduate courses); | a) Number of courses: at least 75% of the I level courses with free access; at least 50% of post-graduate courses chosen for experimentation. | a) 0 to 30 degree courses; from 0 to at least 2 post-graduate courses; | | ADISS |
| b) Graduation report, with digital signature on the final exam. | | b) for at least two schools of the university. | | |
| Re-analyse, and possibly redesign, the services dedicated to students, exploiting their creativity through the so-called participative design techniques, starting from the user's point of view: to map in a horizontal and systematic way the paths that the student makes to reach his/her own target. | Number of processes / Services revisited and validated together with selected students. | at least 2 processes: - digitisation of graduation reports; - digitisation of the enrollment process; | 3 | CA_CAM |

Strategic objectives**Enhancement of the scientific and cultural mission of the University in the region**

| Operational objectives | Indicator | Target | Length (years) | Area |
|---|--|-------------------|----------------|------|
| Implementation of actions aimed at increasing the visibility of the University, favouring the fundraising capacity. | a) Integration of sustainability actions in the performance cycle; | a) 01/01/2019 | 2 | AFIP |
| | b) Implementation of specific systems to support fundraising; | b) October 2018 | | |
| | c) Publication of informative material by type of donor. | c) September 2018 | | |

Strategic objectives**a) Sustainable and safe building
b) Promotion of an inclusive culture
c) Improving the well-being of employees and students**

| Operational objectives | Indicator | Target | Length (years) | Area |
|--|--|---------------------------------------|----------------|------|
| Sustainable UniPadova Project and Gender Equality Report. Project coordination, reporting and definition of sustainability and gender commitments. Sustainability commitments implemented through actions aimed at supporting inclusion, health and well-being, equal opportunities and gender equality. | a) Sustainability Charter; | a) April 2018; | > 1 | ACOM |
| | b) Sustainability report; | b) June 2019; | | |
| | c) Gender Equality report (revision of some indicators); | c) September 2018; | | |
| | d) Social Audit report; | d) December 2018; | | |
| | e) Update of the WEB page and preparation of an editorial calendar of contents for the University's social channels dedicated to sustainability; | e) no. of views and interactions; | | |
| | f) Improvement of UniPadova ranking on GreenMetric. | f) Improve placement compare to 2017. | | |

| Strategic objectives | | | | |
|---|--|---|-----------------------|-------------|
| | a) Public commitment and enhancement of the University's cultural heritage | | | |
| | b) making museums open places of knowledge | | | |
| Operational objectives | Indicator | Target | Length (years) | Area |
| Management of the Botanical Garden of Villa Bolasco | - no. visits - proceeds | threshold - > 2017 target > +10% 2017 | 1 | ACOM |

AREA COMUNICAZIONE E MARKETING

UFFICIO PUBLIC ENGAGEMENT

www.unipd.it/sostenibile

sostenibilita@unipd.it

www.unipd.it

