**THE SUSTAINABLE TRANSITION AT UNIL**

# HOW DO YOU FEEL ABOUT IT?

Excited

Skeptical

Willingful

Hopeful

Invested

Necessary

Possible

Change habits

Anxious

Empowered

Optimistic

Positive

Appreciative

Shy

Optimistic

Responsible

Concerned

Enthusiastic

Skeptic

Voluntary

Sharing

Hopeful

Motivated

Weary

Cautious

Hopeful

Glad

Concerned

Hopeful

Keen

Disappointed

Supportive

Challenging

Slow

Essential

Involve

(Transition is) slow

Frustrated (too slow)

(it is) necessary

Hopeful - (that things are being done)

Positive (generally)

Happy (that it happens)

Motivated (to contribute & change)

(a bit) Overwhelmed

(a bit) Anxious

Happy (of certain changes)

Pleased to be able to contribute to changes or to the needed help

It’s great to think seriously about this in advance, before it’s too late

it might change how we do our work

Better use of resources

A lot to do

Very desigual in function of department/lab

Too much goal oriented and not enough process oriented (No enof into process oriented)

# DO YOU HAVE CONCERNS? WHICH ARE ITS DOWNSIDES OR WEAKNESSES?

**Feeling that others won’t be on board, won’t fully commit**

* Concerns about the response from the people to the ideas or the steps to be taken
* I am afraid that researchers see everything black or white to remove responsibility from their shoulders. “If I am not doing all or if it does not have a big impact, it’s not worthy of further consideration” We need to show them that change can be easy
* The actions and their effects are very long term. People may get tired
* The reaction of people faced with the reality of energy savings
* important that all people ‘play the game’
* concerned about people’s willingness to change/conform
* large goals, that make easy for individuals to dissociate from personal responsibility
* a lot of PI do not want to play the game

**Lack of guidance / lack of coordination / problems from the governance side**

* sometimes I feel like I would prefer it is politically / governmentally guided, more top-down rather than bottom-up
* no coordinated effort
* no deep knowledge of processes in the part of deciders
* there is more bottom-up than top-down actions

**Significant changes to routine**

* change how we do research
* forced to do something or change habits
* not totally easy to apply
* changing daily behaviours can be difficult

**Internal conflict/tension about certain practices**

* At the same time, I feel ashamed to travel and I’m a bit worried about a life without planes
* potentially conflicting with work
* concerned whether sustainability actions and professional development actions clash

**Not meeting objectives**

* My concerns are about not achieving our objectives.
* concerned that cap2037 goal might be unrealistic seeing trends from past 5 years
* unrealistic targets

**Polarization, conflict**

* It might polarize groups of people which have different opinions
* resistance from unwilling people or groups for change
* that certain changes are not logic for everyone

**Shift in research topics / loss in research quality**

* re-focus research on topics with less environmental footprint
* reduction in research efficiency and quality
* impact on productivity of scientific research

**Career**

* career development
* people may have to sacrifice their scientific careers to some extent

**Cost**

* monetary cost

**Risk of inequalities**

* inequalities

**Others**

* decisions based on impressions, society ‘vibe’, rather than rational evaluation of facts and data
* that advices are not taken into account (despite the fact that it is for improvements)

**Unreadable**

* speak dehors??? and conflicting opinions

# WHICH OBSTACLES DO YOU SEE FOR YOU AND YOUR GROUP ON THIS PATH?

**Mindset**

* The mindset of some people, which might be thinking that none of this makes a difference, and on the other side the mindset of other people who would chose to be radical about the changes to be established
* group: unwillingness to change if not forced/mandatory
* lack of incentives
* not everyone will be motivated to participate
* sacrifice may have to be made
* the level of acceptance *(literally ‘l’accueil’)* of users
* unwillingness to share
* individual vs collective
* perception of productivity (under capitalism) as an absolute necessity to maximize
* desire to maintain comfort
* self-importance, feeling like your work is worth extra footprint

**Inertia**

* For my group, a few adjustments, mainly convincing people to change their habits
* Difficulties in implementation of ideas to actions + outcomes → people/groups have tendency to keep doing what they’ve always done
* I think our biggest contribution will be plastic usage in the labs which will take a bit of a learning curve
* changing habits
* the university is a big institution and it’s hard and takes time to change something

**Lack of guidance, importance of guidelines and coordinated efforts**

* Researchers are already overwhelmed and tired. We need to make the change easy for them by taking them by hand like children and showing them the daily changes they can make in their research. Someone needs to think about it for them and show them precisely what to do.
* doubt
* Needed clear objectives and initiatives from FBM and UNIL
* Lack of guidelines
* No coordinated efforts

**Specific practices, quality of research, productivity**

* International conference attendance
* Electronic equipment consumption
* Office spaces occupied
* Change may impact our work (eg experiments may no longer work if we change something in the protocol)
* potential impact on research directions and methodology based on some of today’s suggestions
* Maintaining a high level of service
* prioritizing research projects with less impact vs most exciting / relevant research

**Risk of tensions/conflicts (both internal and between people)**

* changing behaviour of individuals without making them feel blamed or bad
* who should travel / attend conferences?
* need to keep networking and collaborations internationally

**Resources**

* money
* resources
* transition of techniques being time consuming

**None**

* For myself personally, none
* None, we just need to adapt and it is important that we can give our opinion so that we can improve things

**Others**

* lack of data
* ideas are diluted while going up

**Unreadable**

* tods to implement instemeble practices
* Budgets are not allowed on the main frames ???

# WHICH ARE ITS POSITIVE SIDES (BESIDES FOOTPRINT REDUCTION)?

**Increase awareness and consciousness / Positive influence on private life / The power of conversations**

* Humility and carefulness → stop ridiculous amount of waste with no care
* Generate consciousness
* To make people aware that every little action adds to a bigger impact
* Educating people about energy problems
* Encourage active questioning of personal values and choices
* translate work habits to private life
* It forces people to have important conversations that they might not have had otherwise
* reduce footprint at work → cultural change → private life
* more awareness in our actions and our environment
* Changing our habits (*literally: pouvoir changer nos habitudes*)
* Push people to think about resources in another way

**Doing science differently / Increase internal collaborations**

* increasing creativity in finding solutions
* constraints, especially in a resource-rich place like Switzerland, can improve creativity
* collaborate across groups / departments / institutes
* re-define your objectives / scientific questions in research
* working together more between people, groups, departments
* creative thinking
* working in a more collaborative manner
* reflecting more on the type of scientific questions we want to address and how to address them

**Strengthen the community**

* Better sense of community maybe
* Better sharing
* increasing sense of community in the Biophore
* shared objectives, sense of community and belonging
* Better communication

**Empowerment and responsibility / gratification and sense of reward**

* efforts to bring all levels on board
* it gives a sense of responsibility and control to the UNIL community and brings people together
* increased empowerment that we can do something beyond the individual perimeter
* high motivation
* stats can be rewarding

**Savings (eg financial, time…)**

* Monetary → reduction of some costs
* access to more resources
* Quicker, less expensive processes
* Freeing money to other projects
* Facilitating certain processes

**Shaping the future**

* Have an impact on how to think about a sustainable future as a society

**Others**

* the opportunity to be an example in the matter
* extensive and detailed evaluation to the possible extent
* Already partially on their way
* resilience to some emergency situations
* nicer on-campus spaces (eg maintaining green space and not being only a concrete maze)
* less cars, more inclusive travel opportunities
* support local food economy
* positive image outside → hires *(probably referring to the image of UNIL)*
* Better for the planet

# WHICH OF THESE SENTENCES BETTER REFLECTS YOUR ATTITUDE?

| **Option** | **Description** | **Number of votes** |
| --- | --- | --- |
| 0 | I don’t really care | 0 |
| 1 | I don’t want any sort of change, whether it is in my routine or at the University level | 0 |
| 2 | I am ok with changes at the University level, as long as it doesn’t impact my routine | 0 |
| 3 | I am willing to adjust my routine, as long as I am given guidelines | 5 |
| 4 | I am willing to adjust my routine, including going beyond provided guidelines | 9 |
| 5 | I am willing to invest time and energies to contribute actively to the Transition | 10 |

Notes:

* Some people voted for two different options, probably to reflect an attitude in between two sentences, or depending on the specific context
* One person voted for option 4 and added the comment: ‘Guidelines should set the minimum bar for institutional actions without infringing personal preferences. My choice to change my personal actions beyond the guidelines should be my own’