

Med Center 2024 Sustainability Engagement Survey Results

Overview

The survey was conducted in October 2024, [Campus Sustainability Month](#), to enhance understanding of awareness and engagement in sustainability initiatives at the med center. A total of 1,443 staff, 206 faculty, and 204 students completed the survey, which is a response rate of 10%. The survey assesses five dimensions of engagement on a **1-100 scale**. The “scores” shown in the table below correspond to the percent of respondents who chose the two responses at the top of the scale (i.e., those who were **very** aware and **moderately** aware of efforts, as noted in the table). The overall score is the average of the five dimensions and can be used as a metric to measure progress over time.

To shorten the time required to take the survey, several question elements that had been used in 2022 were deemed non-essential to the survey objectives and removed in 2024. Some question elements removed were ranked highly by respondents in 2022. When the 2024 survey results were normalized to account for removing these question elements and compared to 2022 results, the 2-point decrease in overall score was significantly less extreme. For all intents and purposes, the results between 2022 and 2024 should be considered essentially unchanged. If the med center plans to continue using the SES score as a metric to measure the success of their engagement efforts, it is recommended that historical results are normalized so that a direct comparison can be made.

Dimension elements that scored lower this year than in 2022 include waste and active transportation; neither of these elements were supported by highly active focus teams in 2024. Awareness of the med center’s efforts to conserve water and knowledge about how to conserve water at work both increased; the office of sustainability conducted a water consumption engagement campaign in 2024. Survey data from 2024 will inform future engagement campaigns, outreach efforts, and educational opportunities.

Dimensions of Sustainability Engagement

Dimension	2022 Score	2024 Score
Awareness of Efforts (<i>very/moderately aware</i>) at the organization to be more sustainable	50	44
Knowledge (<i>very/moderately knowledgeable</i>) about ways to be sustainable at work	69	66
Behavioral Frequency (<i>always/most of the time</i>) self-reported key sustainable behaviors	71	67
Perceived Norm (<i>always/most of the time</i>) perceptions of how often others engage in key sustainable behaviors	42	44
Awareness of Sustainability (<i>very/moderately familiar</i>) familiarity with the concept of sustainability	56	59
Overall Score	58	56

Highlights

10% of 20,000 individuals at the med center participated in the survey

74% of respondents are at least moderately familiar with the concept of environmental sustainability

Key Findings

Waste Diversion & Reduction

Consistent with previous surveys, recycling and reducing waste was a popular topic. Among comments, diverting waste from the landfill was the most cited topic (40% of respondents mentioned waste diversion). Respondents noted opportunities to reduce the amount of surgical and medical waste going to the landfill by implementing material-specific take-back programs or reevaluating the number and necessity of one-time-use instruments. When asked about their own behavior and the perceived behavior of peers, using reusable containers, recycling, and printing double sided were all in the top four most frequent behaviors reported.

Engagement & Education

The survey revealed that many respondents feel uninformed about sustainability engagement opportunities on campus. Among the comments, 12% emphasized the need for greater campus involvement in sustainability initiatives, including education and engagement efforts. Suggestions included better promotion of activities like Earth Month events and proper waste management practices. Respondents also recommended enhancing education through improved signage and using more diverse communication methods to increase awareness and participation across campus.

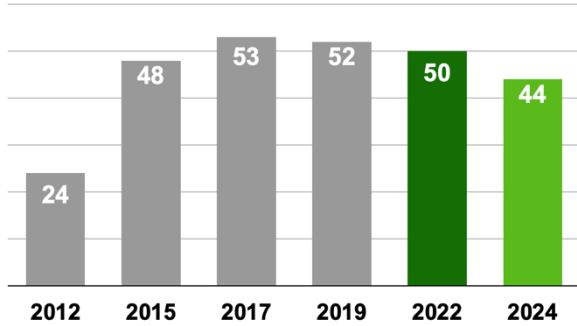
Energy Conservation

Survey results highlight a significant opportunity for the med center to improve energy conservation education. While turning off lights is well-known, 36% of respondents admitted to lacking knowledge about broader energy-saving practices, and 43% were unaware of the med center's initiatives beyond this basic step. Comments suggest simple actions, like shutting down computers at the end of the day, are not consistently practiced or promoted, underscoring the need for better communication and engagement in energy conservation efforts.

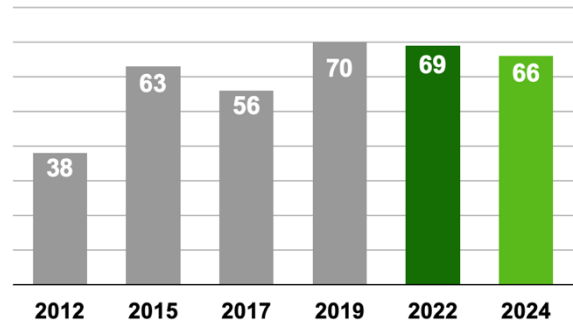
Historical Survey Results

The med center has been conducting the Sustainability Engagement Survey since 2012. Each survey has provided unique insights into sustainability at the med center. The following graphs show how the med center has changed overtime related to sustainability knowledge, efforts, and behaviors.

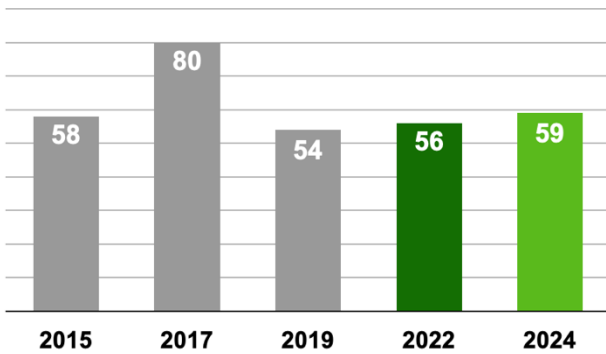
*Awareness of Efforts



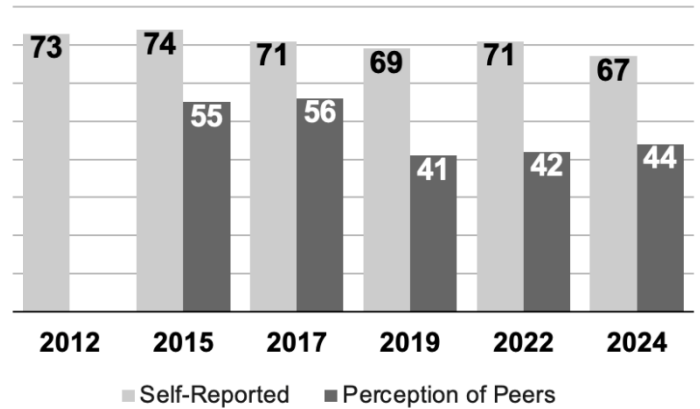
Knowledge



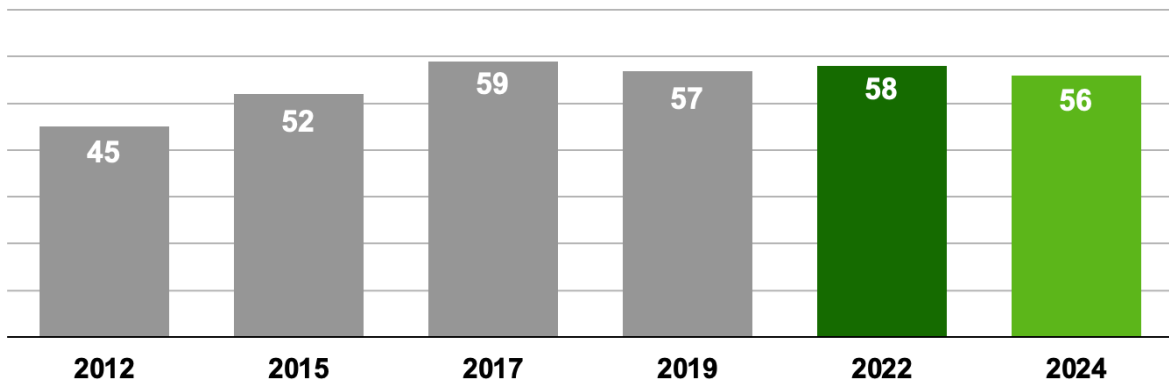
Awareness of Sustainability



Behavioral Frequency



SES Score



“Awareness of efforts” answer choices were most adjusted in 2024 (removed efforts included promoting DEI, promoting wellness, and building organizational capacity for responding to climate events) which lowered the dimension score significantly. When these efforts were removed from 2022 results, the 2022 dimension score lowered from 50 to 45. This lowered the 2022 overall SES score to 57. Thus, the supposed 2-point decrease in overall score from 2022 to 2024 is less extreme (within one-point) when survey results are normalized. For all intents and purposes, the results between 2022 and 2024 should be considered essentially unchanged. If the med center continues to use this metric, Verdis suggests normalizing historical scores which can be completed upon request.

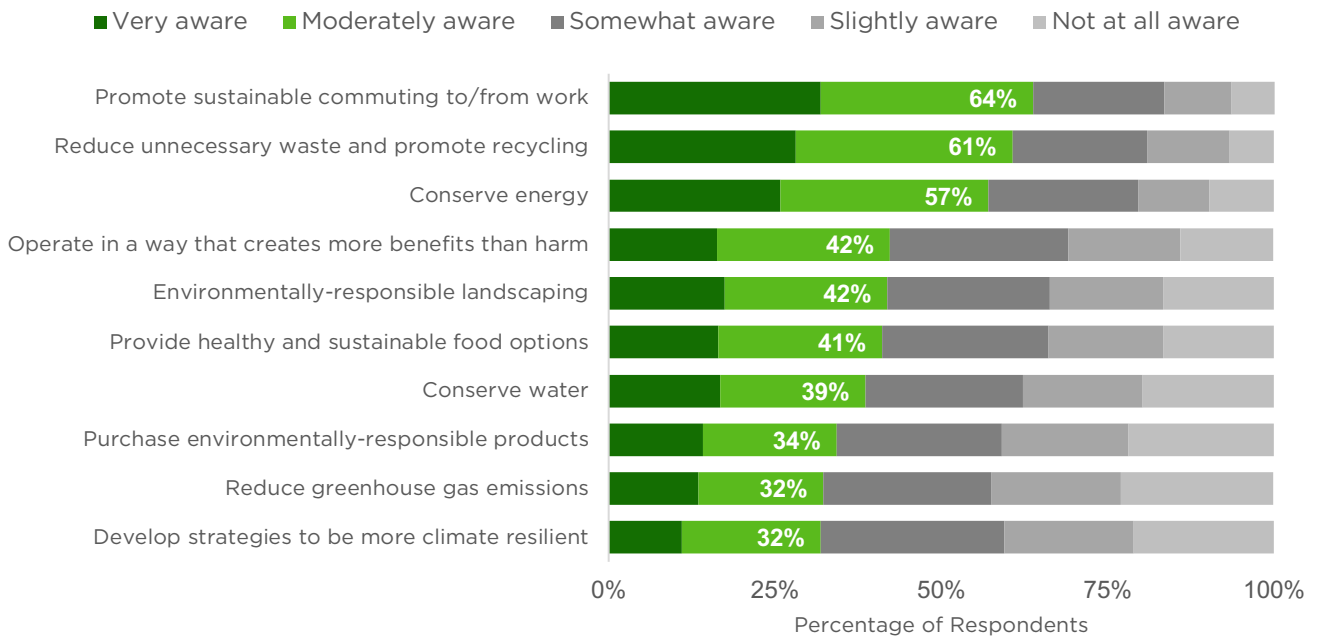
Results by Dimension

In each graph below, the percentage of respondents is reflected on the x-axis with a legend under the question. Percentages in the graph itself reflect the **combined results of the top two categories**. To arrive at each score, the averages were taken from each question element.

Awareness of Efforts

Overall score: 44

How **AWARE** are you of the med center's efforts to...?

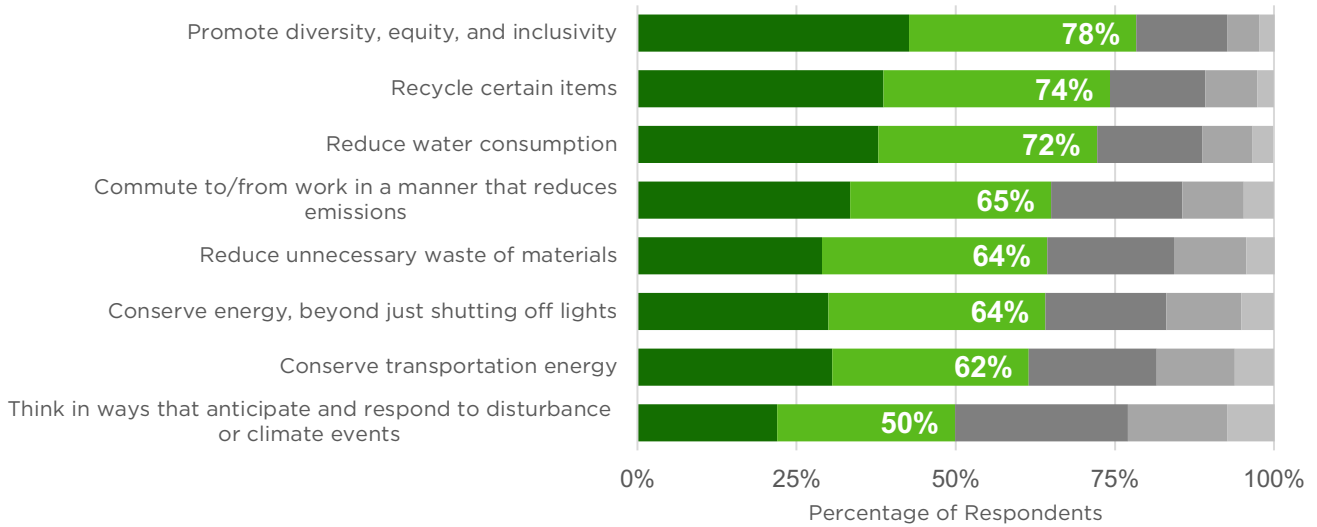


Knowledge

Overall score: 66

How **KNOWLEDGEABLE** do you consider yourself about the various ways **YOU PERSONALLY** can do the following at the med center?

■ Very knowledgeable ■ Moderately knowledgeable ■ Somewhat knowledgeable
■ Slightly knowledgeable ■ Not at all knowledgeable

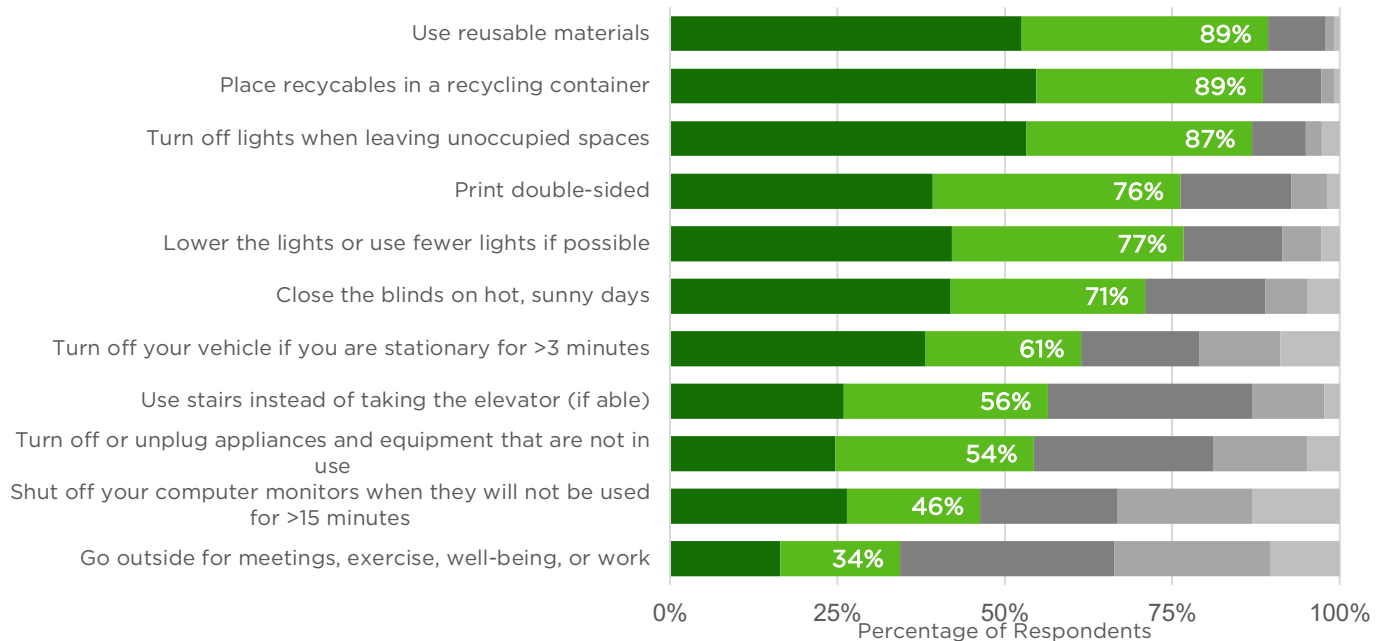


Behavioral Frequency (Self-Reported)

Overall score: 67

How often do you do the following at the med center?

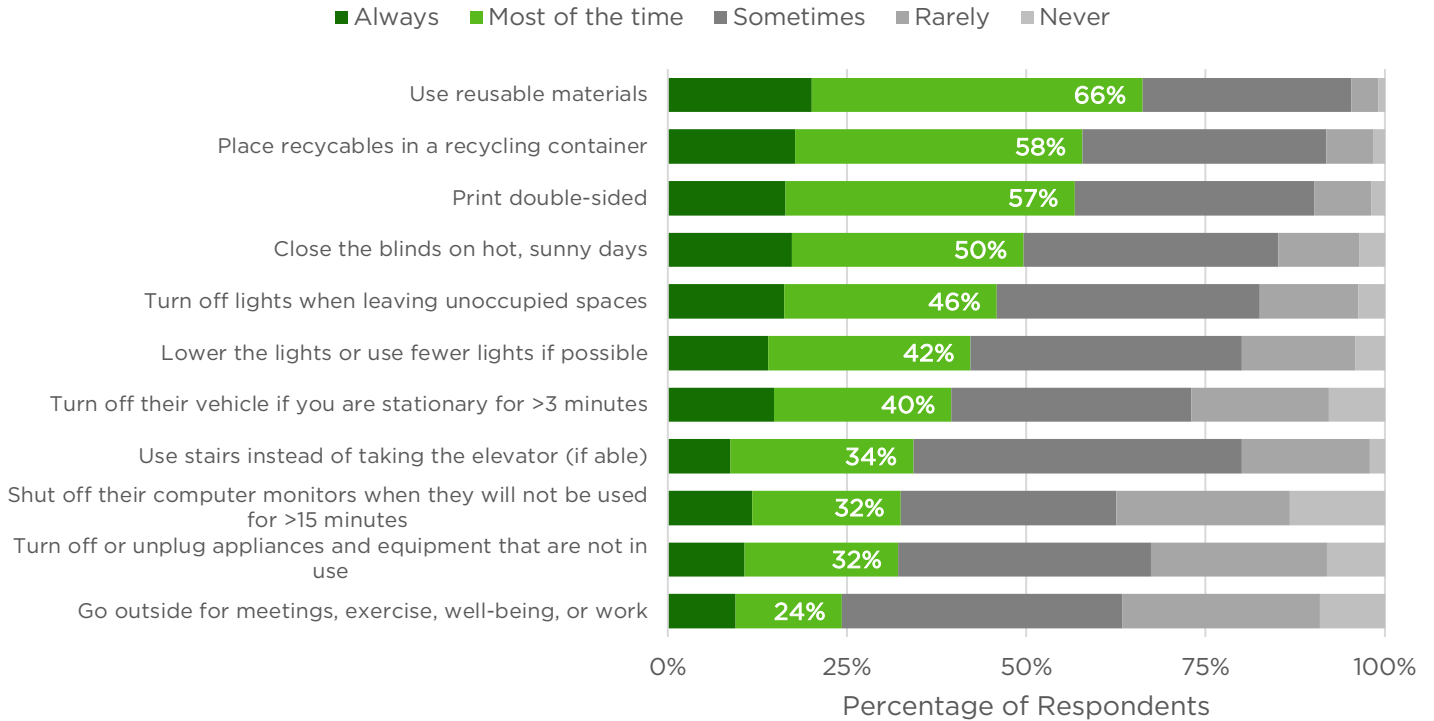
■ Always ■ Most of the time ■ Sometimes ■ Rarely ■ Never



Perceived Norm (Behavioral Frequency of Peers)

Overall score: 44

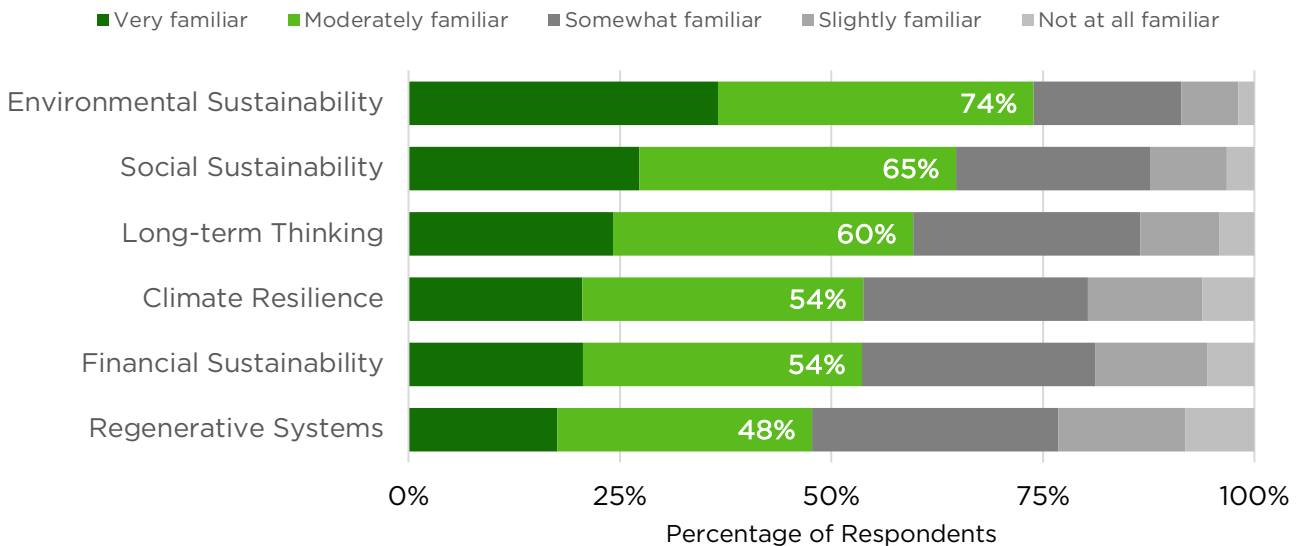
From your perspective, how often do your fellow colleagues/students do the following at the med center?



Awareness of Sustainability

Overall score: 59

How FAMILIAR are you with the following concepts?



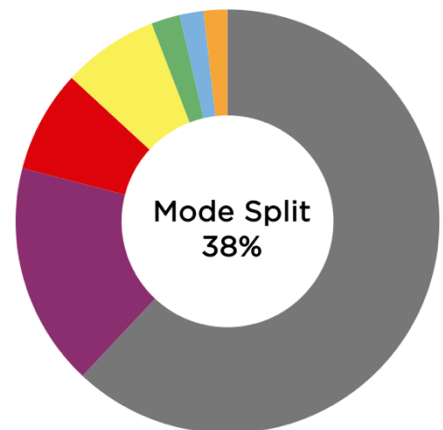
Mode Split

Transportation constitutes approximately 29% of U.S. emissions, in large part due to commuting.¹ When employees commute using an active mode of transportation, it not only helps the med center reduce its emissions, but also contributes to employee wellness. The metric used to measure this concept is called mode split – it’s the percentage of trips employees make to work in a typical week using modes of transportation other than driving alone in a vehicle and includes work from home. Mode split is a good tool for describing travel behavior or the composition of transport.

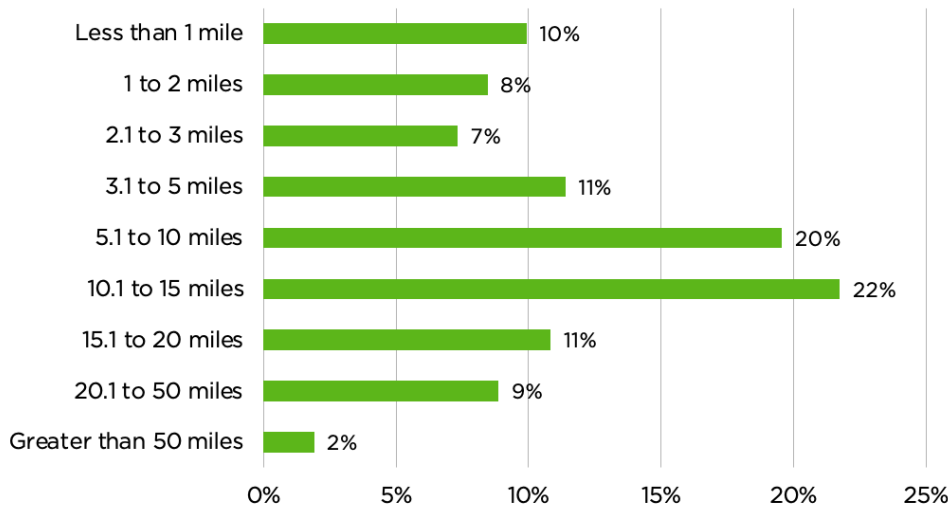
The med center’s mode split is currently 38%, meaning 38% of commute trips to campus are done so using a mode other than single-occupancy vehicle. Below is the distribution of employee commute trips by mode, while the graph below shows the average distance of employee commute.

Respondents that work from home decreased from 2022 results. In 2022, 21% of respondents reported working from home, compared to 17% in 2024. The decrease in remote working and the increase in driving alone can be at least partially attributed to back to work policies that were introduced post-pandemic. There was a two percent decrease in overall mode split from 2022 to 2024.

Mode	2024 % of Trips	2022 % of Trips	Δ 2022 to 2024
Drive Alone	62%	60%	2%
Work remote	17%	21%	-4%
Carpool	7%	7%	0%
Bike	2%	2%	0%
Transit	2%	1%	1%
Walk	8%	8%	0%
Other	2%	2%	0%



*Other includes: motorcycle, moped, scooter, taxi, Uber, Lyft



The graph to the left shows the number of respondents who commute various distances to work on a typical day (one way). The largest portion of respondents chose 10.1 to 15 miles. Only 2% of respondents reported that they commute over 50 miles to get to work each day.

¹ EPA, 2023

Comments

Key Themes

The survey provided an opportunity for respondents to comment on and ask questions about sustainability at the med center. Of the 1,862 respondents, 829 left comments. The table below shows the results of these responses.

- 1. Waste diversion & reduction.** 40% of responses mentioned the need for more waste reduction and diversion practices, such as recycling and reusable materials.
- 2. TravelSmart & transportation.** 11% of responses mentioned that transportation options could be improved by being more widely offered, more accessible, and higher quality.
- 3. Education.** 10% of responses indicated that the med center should provide more educational opportunities to its faculty, staff, and students to improve sustainability on campus.
- 4. Energy conservation & efficiencies.** 9% of responses mentioned energy conservation opportunities at the med center, such as thermostat adjustments and turning off lights in little-used spaces.
- 5. Workplace practices.** 6% of responses indicated that the med center should implement workplace practices such as recycling programs, consistent reminders about how to save energy within departments, and active commute programs to increase sustainability involvement among employees.

Code	%
Waste reduction/diversion	40
TravelSmart and transportation	11
Education	10
Energy conservation and efficiencies	9
Workplace practices	6
Purchasing	3

Sample Responses

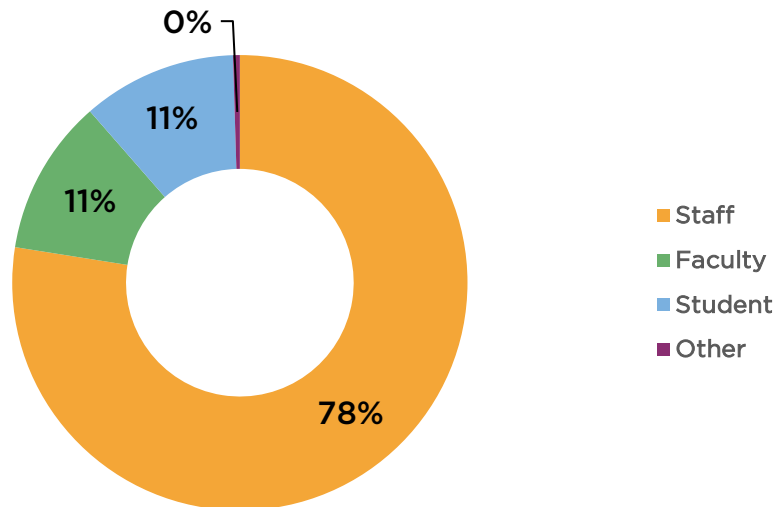
- “There is so much waste in research related to shipping materials including bubble wrap, Styrofoam containers, cold packs, and single use consumables such as tips boxes. It disturbs me how much waste is generated.”
- “Add additional recycling receptacles, increase visibility of sustainability efforts to engage more people, and increase education on sustainability efforts and impacts.”
- “There are a lot of opportunities for recycling in the operating room and in procedural areas, but unfortunately the recycling program is not consistently used.”
- “Water bottle fillers and encouraging people to bring their own bottles.”
- “More education on the NOW about sustainability efforts and what employees can do to help.”
- “Making some type of policy about shutting off computers at the end of the day. That is one of the biggest wastes I see in the clinic setting.”
- “Being mindful of in-person meetings for remote working staff, either limiting in-person meetings or being organized and consolidating meetings/days to limit staff driving in to campus for short timeframes.”
- “We need more EV charging spots in lot 50, they have not all worked recently.”

- “Keep up the good work and keep advertising over different means. Sometimes I miss it.”
- “Need a routine reminder about active programs. Do we still recycle batteries? Where/how/who to contact? How about toner? Pens? These were initiatives in the past that have lost continuity.”

Demographics

Role

Which of the following best describes your role at the med center?



Location

What is your primary campus location?

