



Definitions and descriptions of good practice including University Actions – Research.

The Research Framework incorporates two separate but linked activities which are defined as follows:

- Sustainable Research:** This relates to research that is set-up and/or delivered in a way that minimises sustainability impacts. That is, it considers the environmental, social, cultural and economic implications of how the research is undertaken. For example, research projects that actively employ methodologies that minimise environmental impacts such as employing teleconference or video conferencing rather than extensive travel, or research that minimises carbon impacts through use of highly energy efficient equipment; and
- Research into Sustainability:** This describes research that contributes to or develops knowledge or understanding of some element of sustainability. That is, research that progresses, improves or assists the environmental, social, cultural and economic frameworks without detrimental effects. For example, research that focuses upon low carbon technologies or provides solutions to environmental or social problems or research that investigates some area of sustainability e.g. attitudes to sustainability, pedagogies for Education for Sustainable Development etc.

1. Policy and Strategy																				
Current Rating	0	Low <5	Med 5-9	High 10-14	V High 15															
		No progress	Accumulative achievements made			All criteria satisfied	<table border="1"> <thead> <tr> <th>Criteria</th> <th>1</th> <th>2</th> <th>3</th> <th>4</th> <th>5</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Score</td> <td>3</td> <td>3</td> <td>3</td> <td>3</td> <td>1</td> <td>13</td> </tr> </tbody> </table>	Criteria	1	2	3	4	5	Total	Score	3	3	3	3	1
Criteria	1	2	3	4	5	Total														
Score	3	3	3	3	1	13														
	<p>RATING: Rating to remain as high. We have comprehensive cover within policy. However, the new strategy needs to be delivered down to a granular level.</p>																			
Best practice criteria			Charles Sturt University's current situation																	
1.	The research community understands what sustainable research and research into sustainability means to them and has explored or developed plans to take both agendas forward.		<p>Yes - 3</p> <ul style="list-style-type: none"> Our Research Strategy captures themes that are linked to sustainability and will drive sustainability of the research field. Resources will be focused on these areas. Position our research to meet regional needs and focus on clear outcomes. However, it is still only captured at a higher level. At an operational level there is no coverage. All Research Institutes now have reference to the SDGs in their Strategic plan: <ul style="list-style-type: none"> The Gulbali-AgriPark Strategic Plan 2023-2027 (multiple references throughout strategy) AI and Cyber Futures Institute Strategic Plan 2023-2030 (pg 11) Rural Health Research Institute Strategic Plan 2023-2030 (pg 9) The Charles Sturt Sustainability Statement and Modern Slavery statements are embedded across the three faculties and referred to in funding submissions. Sustainable Development Goals - Charles Sturt University ranked 100-200 in the Times Higher Education (THE) Impact rankings released in June 2024 (still top 5% Global) <p>Research that focuses on issues deemed most important to our local communities is becoming a focus for Charles Sturt (e.g. water security and efficiency) Strengths lie in researching what our community's need (i.e. relevant to regional Australia).</p>																	
2.	The university has engaged in some level of discussion and dialogue around sustainable research, and this has led to the development of plans to take things forward.		<p>Yes - 3</p> <ul style="list-style-type: none"> Research Strategy approved October 2022 – Identified research challenge areas in Agriculture, Water and Environment, Rural and Regional Health and Artificial Intelligence and Cyber Futures Sustainability Research Guidelines developed in 2019 (action developed for review of guidelines) THE Impact rankings has increased awareness and has been supported by the establishment of the Working Group. This provides a platform for ongoing dialogue. All researchers to be encouraged to link their work to the SDGs as well as research impact case studies. 																	
3.	There is a clear record of the discussions and outcomes from the process.		<p>Yes - 3</p> <ul style="list-style-type: none"> Captured in updated policies, procedures and websites Records of LIFE workshops, SDG and Impact Rankings Working Group 																	
4.	The university embraces the use of the Living Labs concept.		<p>Yes - 3</p> <p>Examples</p> <ul style="list-style-type: none"> Uni farm and Sustainability grants for research Examples of living labs projects include - Turf replacement, WW Campus. David Mitchell Wetlands, AW Biodiversity wildlife galleries Green labs to be reinvigorated in 2025 via the FoSH Technical Labs team. 																	
5.	There is an aligned policy regarding sustainable research which is reviewed regularly with clear reporting lines within the formal management structure.		<p>Partly - 1</p> <ul style="list-style-type: none"> This LIFE Action Plan Sustainable Research Guidelines Procurement policy update – whole of life costs Asset register audit contributes 																	



New actions to progress towards best practice	Action Repository	Lead	Priority
	<p>1. Review the need for more specific references to Sustainability / Modern Slavery requirements in relevant University policy. Action to be ongoing with review of the policy cycle. Feedback has been provided for the Partnerships Policy.</p> <p>2. Operational Planning Sustainability Integration Guiding Document Sustainability will be creating a Guiding Document for 2025 operational planning and developing a comms plan to ensure its visibility.</p> <p>Actions:</p> <ul style="list-style-type: none"> - Sustainability to reach out to ADRs with update to Guiding Document for consideration within operational planning. - Sustainability to identify additional opportunities for engagement. <p>EL to include document promotion with new research staff for consideration of EDRS Objectives 2025 (to be discussed further)</p>	<p>Manager, Sustainability</p> <p>Sustainability</p>	<p>A</p> <p>A</p>



2. Action Planning							
Current Rating	0	Low <6	Med 6-12	High 13-17	V High 18	Criteria	1 2 3 4 5 6 Total
	No progress		Accumulative achievements made		All criteria satisfied	Score	3 3 2 2 3 3 16
	<p>RATINGS: Increase to high. Support for SDGs within Research Institutes is evident in Strategic Planning documentation. Opportunity for greater impact within operational planning with guidance document</p>						
New actions to progress towards best practice	Best practice criteria			Charles Sturt University's current situation			
	1. The University has developed and documented a commitment to integrating sustainability principles throughout its research.			Yes - 3 <ul style="list-style-type: none"> • 2030 University Strategy framework has reference to sustainability via the Social Responsibility pillar. • Research Strategy framework – Supported by Gulbali and Rural Health Research Institute (RHRI) and Cyber Futures • Research is a pillar of the university strategy. • Integration into EDRS presents opportunities. • Signatory to the Sustainable Development Solutions Network University Commitment to the SDGs • Guiding Document provides evidence of support for integrating sustainability into operational planning. However more work needs to be done on its promotion 			
	2. A well-articulated commitment will include analysis of issues specific to the university context to enable activity that is relevant and appropriate.			Yes - 3 <ul style="list-style-type: none"> • Charles Sturt University Sustainability Statement • Research Strategy draws strong alignment with Research into Sustainability 			
	3. The research community will proactively identify areas of priority for further exploration or development.			Mostly - 2 <ul style="list-style-type: none"> • Identified opportunities for improving our recognition of First Nations ways of thinking and doing (this is being supported through a working group within Office or Research & Graduate Studies) • Establishment of new Research Institutes is an indication or research priority. • Currently have a set of proposed intentions but these are not very explicit and lack adequate detail to drive activity. • Green Labs checklist can be used as a guiding reference. • Identified opportunities for continuous improvement from THE Impact submission 			
	4. It will identify high level targets and outline the ambition of the university and the contribution it can make to improve environmental, social, cultural and economic frameworks towards sustainability.			Mostly - 2 <ul style="list-style-type: none"> • SDG work driven under THE Impact and the Research Strategy focus. • Green Labs Program – establish and communicate visible targets on lab activities to influence research activities. Divide between Faculty of Science Technical staff teaching activities vs researchers in the labs. Challenge to promote sustainability initiatives to research staff. There is an opportunity to drive completion of the module through a specific completion target. • Priority Field of Research codes have been identified to enhance our research strengths in a strategic way (possible to link to SDGS). 			
	5. It should be simple and easy to understand and evoke interdisciplinary collaboration.			Yes - 3 <ul style="list-style-type: none"> • Elements present in the Research Institutes for interdisciplinary collaboration. • Example case study – Gulibali and School of Business collaboration on Microgrid research in regional Australia 			
	6. Action plans incorporate objectives and associated targets and clearly demonstrate activity across the university.			Yes - 3 <ul style="list-style-type: none"> • Evidence within the Research Institutes • Cascade Strategy system assists in providing clarity of strategic directive across the institution 			
Action Repository						Lead	Priority
3. (Connected to Action 4) Ensure targets (for energy, water and waste) are tangible and relevant to the Research community. Translate and promote targets from the uni level to Faculty/Centres, teams and individuals. <ul style="list-style-type: none"> - E.g. Decrease energy consumption by 35% by 2030. Links to Asset Optimisation Plan - E.g. Green Labs stakeholder Gulbali Helen Pan works above world standards and we operate above. Could investigate further. - Circular Economy Procedure now provides some tangible within a lab environment. Need to check with LfE group if this viable enough or further work is to be done 						Sustainability at CS with Faculty of Science Tech Managers.	B
4. Periodically undertake a targeted review of Green Labs process and lab achievement levels via secondment or other suitably resourced model. <ul style="list-style-type: none"> - Currently in the process of reinvigoration for implementation in 2025 						FoS&H Technical Team and Sustainability at Charles Sturt	B



3. Stakeholder Engagement							
Current Rating	0	Low <6	Med 6-12	High 13-17	V High 18	Criteria	1 2 3 4 5 6 Total
	No progress	Accumulative achievements made		All criteria satisfied		Score	2 2 3 3 1 1 12
<p>RATING: Remain at medium. Some progress with promotion modules and sustainability within research environments, however more work needs to be done to justify a lift.</p>							
New actions to progress	Best practice criteria			Charles Sturt University's current situation			
	1. Researchers across the university review activity and shape the development of the sustainable research agenda.			Mostly - 2 <ul style="list-style-type: none"> Future sustainability research will continue to consider SDG philosophies as part of research planning – this will build on previous round table meetings contribution towards the SDGs. Impact Rankings Working Group is committed to direct research efforts based on Impact ranking methodology 			
	2. Internal and external stakeholder views are sought, captured and responded to throughout research development and review.			Mostly - 2 <p>Listening to our regional communities to ensure they inform Charles Sturt research in sustainability. ONGOING by default</p> <p>Part of the engagement message asks community and industry, 'What research do you need?'</p> <p>Ongoing engagement with the Directors for External Engagement on the Community Engagement & Business and Industry Interface LiFE framework & the LiFE Steering Committee.</p> <p>E.g. include the Wagga Special Activation Project where the uni provided coordinated feedback on this proposed development, and also government energy strategy development.</p> <p>The science centres already have strong links/advisory boards with industry who focus on resilience research responding to community needs.</p> <p>Sporadic activity. Driven by funding bodies.</p> <ul style="list-style-type: none"> External stakeholder input is gathered (Previous comments) ONGOING e.g. new Drought Hub AgriPark should stimulate related research directions e.g. sustainable agriculture, soil carbon etc. 			
	3. Clear communication links are established with a variety of stakeholders , in meaningful dialogue.			Yes - 3 <ul style="list-style-type: none"> In agriculture, environment & health, workforce well-being there are emerging/ongoing communication links. Emerging links in First Nations area. Research institutes are providing specific links to First Nations and knowledge (at high level). Activity being led by several professional bodies that we are involved with (eg Social work, Physiotherapy, Principles of Responsible Management Education) Potential to survey our researchers to gather data on links to sustainability. New Research Strategy will be supported by a Communications Strategy Research Website showcases links to the Impact Rankings (top 5% Partnerships for the Goals and Climate Action) 			
	4. Links between sustainability and University research are clearly defined and published.			Yes - 3 <ul style="list-style-type: none"> Sustainable Research Guidelines SDG Report provides significant weighting to research output. 			
	5. The university works closely with suppliers of products and services to develop new practices and products, using the university's experience, knowledge and research capabilities, that will lead to improved environmental, social, cultural and economic outcomes.			Partly - 1 <ul style="list-style-type: none"> Leveraging off relationships with vendors to seek research & development opportunities. Several industry partnerships announced (eg IBM, TransGrid, Axiom, Marathon Health) Becoming more structured and progressive in our pursuit of such partnerships 			
	6. Relevant stakeholders are actively informing the review of the policy and help shape its development. The policy is leading to good practice.			Partly - 1 <ul style="list-style-type: none"> Internal stakeholders only 			
Action Repository						Lead	Priority

RESEARCH OUTPUT Framework Ratings & Actions



4. Measurement															
Current Rating	0	Low <7	Med 7-13	High 14-20	V High 21	Criteria	1	2	3	4	5	6	7	Total	
	No progress	Accumulative achievements made			All criteria satisfied		Score	3	3	1	1	1	3	0	12
	RATING: Leave at medium –There is work still to be done in capturing impacts and benefits of policy.														

Best practice criteria	Charles Sturt University's current situation
1. There is a commitment to exploring and trying to identify the impacts and benefits of sustainable research.	Yes - 3 <ul style="list-style-type: none"> Evidence of impacts appear in Research statements. Dedicated position of Research Engagement and Impact Officer Research Impact case studies now have SDGs linked, Impact Rankings Working Group
2. The institution explores where sustainable research practices may already exist. We recognise, celebrates and rewards sustainable research.	Yes - 3 <ul style="list-style-type: none"> Green Labs program sus practice (case studies) RED sustainable Impact cards exist as a mechanism but there is a feeling that these are underutilised. SDG report provides comprehensive insights, however, it does not encompass all case studies. Anticipate that this good work will continue under AWEI. Gulbali no longer producing reports like ILWS prior to 2021.
3. The driver for measuring the impact and benefit of sustainable research is embedded in the university's commitment to sustainability.	Partly - 1 <ul style="list-style-type: none"> This is not our strength. It is easier to identify opportunities for conducting sustainable research in the context of Lab and field work than it is for desktop-based research. Green Labs – Difficult to measure impact of reduced activity vs actual. Focus could be on qualitative rather than quantitative. Research impact is linked with our strategic approach to enhancing our research productivity through the RPI, although it is not articulated well in sustainability terms
4. The university explores and tests approaches to capturing qualitative and quantitative data to demonstrate the impact and benefits of sustainable research.	Partly - 1 <ul style="list-style-type: none"> Qualitative and quantitative data is collected for research impact and engagement activities. Impacts are recorded in CRO and via the Research Impact Officer to be reported via Impact and Engagement submission. There is an automated process in CRO for tracking research into sustainability, however not for sustainable research. If information is captured in NTS or BAF (budget approval form, hours existing and new) it will automatically be included in the Research Master database for research programs.
5. This includes working with academics and commercial partners and stakeholders. Researchers are not afraid to review activities that are not working to ensure that resources are not wasted but redirected to worthwhile activity.	Partly - 1 <ul style="list-style-type: none"> Southern NSW Drought Hub will assist here – purpose statement references <i>Creating approaches to engagement, adoption and commercialisation that are modern, relevant and effective in enabling sustained change and Supporting people and organisations to adopt appropriate new technologies, resources, ideas and systems in an efficient & sustained way.</i> Gulbali / Agripark will also assist in strengthening relations between academics and commercial partners
6. Outcomes are included in Annual reports for public dissemination.	Yes - 3 <ul style="list-style-type: none"> Outcomes are summarised in mainstreamed reports detailing Charles Sturt's research impact/performance, in addition to the university Sustainability SDG Report and other relevant reports for public dissemination.
7. All impacts and benefits of the policy are routinely monitored and evaluated as part of existing university practices. There is significant evidence of continual improvement and feed-back loops.	No - 0

New actions to progress towards best practice	Action Repository	Lead	Priority
	<p>5. Identify which Sustainable Development Goals (SDG's) will be targeted for 5% Field Weighted Citation Index (FWCI) improvement. Identify which Sustainable Development Goals (SDG's) will be targeted for appropriate indicators of success (eg: 5% Field Weighted Citation Index (FWCI) improvement) ELT Submission mentioned SDG 1 (No Poverty), 2 (Zero Hunger), 3 (Good Health and Well-Being), 4 (Quality Education), 5 (Gender Equality), 6 (Clean Water and Sanitation), 8 (Decent Work and Economic Growth), 13 (Climate Action) and 15 (Life on Land). These goals were identified as showing strength and capability in progression and alignments with strategy. Viewed as an authentic and complementary process to help drive core business.</p> <p>Feedback from the Research LiFE group: SDG1 was mentioned as weak area of focus, and therefore consider removing (MM, AH). SDG 2 & 8 were identified as possible weak points (MM). There is still further consideration to be made from this. The indicator of success FWCI appeared to be the most appropriate measure, however the specific wording would need to be confirmed with Leadership Team</p> <p>- Update: Impact Rankings Working Group have taken responsibility identifying areas of improvement for SDG 5, 6 13, 15, 17 with the IMPACT Rankings Methodology</p>		

RESEARCH OUTPUT Framework Ratings & Actions



5. Communications												
Current Rating	0	Low <5	Med 5-9	High 10-14	V High 15	Criteria	1	2	3	4	5	Total
		No progress	Accumulative achievements made		All criteria satisfied		Score	3	3	3	2	2
<p>RATING: Raise to High. Multiple references to Sustainability within the new research website (Inc. Impact rankings). Development of Procedures has assisted in linking commitment to groups (although this is only for waste management within research areas).</p>												
Best practice criteria		Charles Sturt University's current situation										
1. The university's commitment to sustainable research is in the public domain.		Yes - 3 <ul style="list-style-type: none"> Charles Sturt commitment to sustainability principles is in the public domain via the Research Strategy & case studies. Sustainability Statement Sustainability Research Guidelines. Multiple references to Sustainability within the new research website (Inc, Impact rankings) New sustainability website has also created greater visibility with the cases studies coming out of the SDG Report) 										
2. There is a planned approach to communicating the commitment and the implications and opportunities to relevant stakeholders.		Yes - 3 <ul style="list-style-type: none"> Green Labs Program – Will continue to be revisited as a component of WHS audits within some Labs. <i>To be reinvigorated in 2025</i> Communications team actively promotes researchers and their achievements. Business Development team look to connect dots between separate projects with the same or similar groups for greater impact and stronger partnerships. Good engagement with The Conversation to push out stories from researchers. Generalised presentations have been made to all 3 faculties. More detailed workshop also provided for School of Psychology, and <i>Three Rivers</i>. Potential to be used with other schools and institutes. 										
3. The Deputy Vice-Chancellor (Research) is proactively supporting the agenda as the senior sponsor of Charles Sturt's research activity.		Yes - 3 <ul style="list-style-type: none"> Inaugural SDG report and participation in THE Impact sponsored by DVC Research 										
4. A co-ordinated approach to communicating strategies and associated actions to appropriate audiences will be evident.		Mostly – 2 <ul style="list-style-type: none"> Available at a high level however not at a granular level. ADR's can drive change inside the faculties for sustainable research practices. Gulbali is the main institute that would engage in sustainable research. Evidence of comms occurring on Research website. There has been also activity within the Research Office via support from Michael Friend, Targets for the SDG's have been put forward but endorsed. Goals for our research activities have been put forward but have not been taken on board yet. FoR has been the main focus for ADR's, SDG's might be considered an auxiliary component. 										
5. Commitments are clearly documented and linked to include named individuals or groups who have clearly defined responsibility for implementation.		Mostly – 2 <ul style="list-style-type: none"> Examples of communications through the Town Hall meetings. Revision of the expectations alignment communication plan - specific points around sustainability for supervisors have been added to build up candidate awareness around what they can do in sustainable practices in their research. Facilities and Premises Procedure - Circular Economy and Resource Efficiency provides direction for engaging in sustainable practices avoid waste diversion. 										
New actions to progress towards best practice	Action Repository						Lead		Priority			
	6. Merged Action: Raise awareness about sustainability through engaging researchers and increase awareness through ongoing promotion of Charles Sturt's commitment to the 17 Sustainable Development Goals (SDGs), THE impact ranking results and SDG Report publication across the organisation <ul style="list-style-type: none"> Adoption of draft EDRS wording relating to sustainable research APPENDIX 4 Complete the Sustainability ELMO modules. and promote this during the lead up to EDRS development. Promote the new SDG Report Include sustainability related content through the Research Services Bulletin; Graduate studies newsletter; Research institute newsletters; BJBS Blog. Happy to receive content for GS Newsletter and Office Bulletin. Please email researcherdevelopment@csu.edu.au to share content. - Content provided in above mentioned blogs and bulletins except BJBS Blog (no longer active) 30/05 – RS Newsletter to be replaced by Research Communiqué. Document is more formal than the newsletter. Sustainability to reach out to Research Communiqué on inclusion of targeted content. (likely to be on the revised Sustainable Research Guidelines) 						Research Office Sustainability at CS/ All LiFE Champions		A			



6. Training and Support							
Current Rating	0	Low <6	Med 6-12	High 13-17	V High 18	Criteria	1 2 3 4 5 6 Total
	No progress		Accumulative achievements made		All criteria satisfied	Score	3 1 1 1 1 3 10
<p>RATING: Remain at medium. Work has been done within these areas (eg: training for facilities in linking their profile to the SDG's and Gulbali Town Hall Meeting), however, not enough to justify a lift</p>							
New actions to progress towards best practice	Best practice criteria			Charles Sturt University's current situation			
	1. Commitments and/or targets are linked to named individuals or teams within the university.			<p>Mostly – 2 (dropped from Yes rating)</p> <ul style="list-style-type: none"> Research Portfolio change – Dale Curran's role of Engagement and Impact Assessment Officer meets this criterion. Reference within Research and Development, Office of Research Services <p>Office of Graduate Research – HDRs (inductions include sustainability)</p>			
	2. There is a clear mechanism for identifying training needs and delivering that training, guidance and support for those responsible for sustainable research or research into sustainability.			<p>Partly - 1</p> <ul style="list-style-type: none"> Not a clear mechanism, general feedback is gathered. Office of Research & Graduate Studies (ORGS) incorporating research sustainability in current PD program Graduate Research Experience Survey (GRES) offers an opportunity to obtain feedback on the level of need. GRES feedback provided on sustainability via EL. In the past, there has been a high level of interest in engaging in sustainable practices, however lack of knowledge and access to information to carry out sustainable research practices 			
	3. Those involved in exploring or developing sustainable research have either appropriate sustainability skills and knowledge, or opportunities to develop them through access to specialist support.			<p>Partly - 1</p> <ul style="list-style-type: none"> Training needs are identified through EDRS, HDR through mentors, skills matrix and capability framework (e.g. with DIT staff) Opportunities for LinkedIn learning platform Vitae framework RDF Targeted training has occurred through faculties and their research committees on how to link their CRO profiles to the SDG's. 			
	4. All key staff have the appropriate training, knowledge and skills related to sustainable research.			<p>Partly - 1</p> <ul style="list-style-type: none"> Green labs checklist and sustainability is now in the facility manual in some areas and also covered in the induction process for new researchers. 			
	5. All staff are aware of opportunities available to them and are supported through access to specialist support when and where required.			<p>Partly - 1</p> <p>ELMO online training modules:</p> <ol style="list-style-type: none"> Sustainability@Charles Sturt University –available for all staff, however it is no longer compulsory. Graduate Learning Outcomes: Sustainable Practices ELMO – Sustainable Practice Short Course has been developed by DLT which may supersede this. Green Labs Program - We encourage people to complete the green labs ELMO module but it's not compulsory. 			
	6. Charles Sturt has undertaken some demonstrable review of existing sustainable research practices and recorded what activity and behaviour already contributes to the sustainable research agenda through the evolution of the Sustainable Research Guidelines.			<p>Partly – 1 (dropped from Yes rating)</p> <ul style="list-style-type: none"> Evident in Sustainable Research Guidelines & Green Labs Checklist – In process of another refresh, however review of guidelines currently on hold. Previously assigned Partnerships Coordinator, however the role is on hold as part of a recruitment freeze. 			
Action Repository						Lead	Priority
7. Promote sustainability resources (e.g. Green Labs ELMO) to research staff and HDR students (Linked to communications). <ul style="list-style-type: none"> Explore the opportunity to include a prompt to training resources within PageUp Onboarding tools with DPC - Link to Staff Engagement LiFE portfolio. 						Research Office (Emmaline Lear) Sustainability at Charles Sturt (BH)	A



7. Implementation													
Current Rating	0	Low <6	Med 6-12	High 13-17	V High 18	Criteria	1	2	3	4	5	6	Total
	No progress		Accumulative achievements made		All criteria satisfied		Score	2	3	2	3	1	1

RATING: Remain at Medium. Some developments with establishment of **Impact Rankings Working Group**

Best practice criteria	Charles Sturt University's current situation
1. The university explores where sustainable research practices already exists and endeavours to develop sustainable research practices where it does not.	<p>Mostly – 2</p> <ul style="list-style-type: none"> Sustainability Research Guidelines LiFE Index roll out moving towards best practice helps identify gaps – continual improvement methodology. <p>Impact Rankings Working Group also provides momentum with continuous improvement based on the IMPACT Ranking methodology</p>
2. The university recognises, celebrates and rewards sustainable research. Mechanisms are in place to Recognise Excellence Daily to reward individuals and research groups for sustainable research behaviours and these are linked to and reinforce the university's commitment to sustainability.	<p>Yes - 3</p> <ul style="list-style-type: none"> The Sustainability RED award and identifying individual/groups of researchers as examples of best practice practitioners, with financial incentive. Researchers are recognised within the Vice-Chancellor's Research Excellence Awards, however there are no awards pertaining to sustainability. Some connections should be made with Excellence in Partnership Award and First Nations Research of the Year.
3. The University has undertaken some demonstrable review of existing sustainable research practices and recorded what activity and behaviour already contributes to the sustainable research agenda.	<p>Mostly – 2</p> <ul style="list-style-type: none"> Promotion of the SDG and the Green labs through peers, the Research Office and with LiFE Champions. Uncertainty with data captured in green labs in recent years.
4. The findings are publicly available and linked to broader databases and processes.	<p>Yes - 3</p> <ul style="list-style-type: none"> Research findings are publicly available & linked to broader databases & processes. No public reports, however, research work can now be linked to SDG's via CRO. Charles Sturt's research findings are tagged through the FOR (Field Of Research) code (05) linked to broader databases and processes - The 1300 code often covers sustainable education research. SDG Reports are available for multiple years
5. Sustainable research practices are encouraged as the norm, with appropriate support provided to researchers where needed.	<p>Partly - 1</p> <ul style="list-style-type: none"> Green Labs drives this and are encouraged as normal (for Faculty of Science). Supported by updated Procurement procedure. More work needed external to Faculty of Science, in Faculties of BJBS and A&E. Sustainability Research Seed Grants gaining increased interest and encourage sustainable research practice as part of application process
6. There is evidence of staff and student-led initiatives promoting sustainable research across and beyond Charles Sturt.	<p>Partly - 1</p> <ul style="list-style-type: none"> Introduction of the Green Labs program in 2019

New actions to progress towards best practice	Action Repository	Lead	Priority
	7. Sustainability VC Research Excellence Award: Possibility to explore research award in sustainable practice, may need to determine whether there is viability first. Award from VC shows strong support from a high level. Other option is to embed sustainability criteria into other awards (eg: identify connection to SDG)	TBC	



8. Links to curriculum										
Current Rating	0	Low <3	Med 3-5	High 6-9	V High 9	Criteria	1	2	3	Total
	No progress	Accumulative achievements made		All criteria satisfied		Score	1	1	1	3
RATING: Rating remain at medium										
Best practice criteria					Charles Sturt University's current situation					
1. The university actively links and discusses the sustainable research agenda with external stakeholders, such as research funders, commercial partners, suppliers, the public sector, local communities and NGOs. Research findings are linked to curriculum where appropriate to enhance student learning.					Partly - 1 <ul style="list-style-type: none"> TEQSA requirements Place in CRO that captures 'scholarly reflections' now available. Masters of Agricultural Science is being launch in 2023 and provides a good test case for how well related research activity is informing curriculum development and review. 					
2. Any university will have an extensive network of partners and stakeholders with which they engage. Where appropriate an institution would be exploring sustainable research with interested external bodies, involving them in the thinking and development of sustainable research plans and activities. This will inform research methodologies as much as research subjects.					Partly - 1 <ul style="list-style-type: none"> When accreditation is concerned there is consultation with external stakeholders. Research is directed by the funding bodies. A lot of what is taught in courses is dictated by professional bodies. E.g. nursing. Limited conversations are occurring here around sustainability in research. Industry Advisory Boards (Gulbali, AICF, RRHI) The Southern NSW Innovation Hub and Global Digital Farm should be helpful in building a network of partners and stakeholders (link to action 15). Currently have created decarbonisation initiatives within farming systems. Bega Valley Circular Economy Initiative has also added a number of partnerships. Multiple Research partners listed on Research website – One Basin CRC, NSW Smart Sensing Network, Food Agility, Cyber Security CRC, Australian Centre for Christianity and Culture, Soil CRC, James Martin Institute for Public Policy, Defence Innovation Network, Connectivity Innovation Network, and Marine Bioproducts. However level of involvement in sustainable research is uncertain. Possible input from Advancement and Innovate at Charles Sturt, however this remains unclear from initial discussions 					
3. There is a ratified policy which ensures that sustainable practice is linked to and (where appropriate) embedded into all formal and informal curriculum and research.					Partly - 1 <ul style="list-style-type: none"> Updated Research Strategy – there's no sustainability statement in the policy. Sustainability Statement Sustainable Practice GLO is the link to curriculum. The Sustainability GLO implementers need to improve links with researchers. Many of courses have an introduction to the discipline, science includes ethics and indigenous content here. Opportunities here to include sustainability here in terms of research and practice. Plans underway to include Sustainable Research Guidelines and Green Labs Checklist as part of professional development opportunities coordinated by Research Services. 					
New actions to progress towards best practice	Action Repository						Lead	Priority		
	8. Establish mechanisms to build awareness for Charles Sturt's sustainable research agenda as part of engagement undertaken in HDR Strategy						DVC-R, Provost/ Sustainability Team	B		
9. Seek opportunities to leverage outcomes from Southern NSW Innovation Hub to inform curriculum development and review – Opportunities exist, however further discussion required to identify specifics.						DVC-R, Provost	B			

Workshop participants: Emmaline Lear, Zahidul Islam, Leigh Schmidtke, Matthew Winslade, Paul Prenzler, Dale Curran. Apologies: Charmaine Carlisle, Mark Morrison, Zoe Rodwell, Rhonda O'Brien



APPENDIX 1: Heat map summary of ratings

Research	Policy and strategy	Action planning	Stakeholder engagement	Measurement	Communications	Training and support	Implementation	Links to curriculum
Oct-16	low	low	low	med	no progress	low	med	low
Nov-17	low	low	low	med	low	low	med	low
Oct – 18 (Not reviewed)	low	low	low	med	low	low	med	low
Oct-19	med	med	med	med	med	med	high	low
Oct – 20	high	med	med	med	med	med	high	med
Dec - 21	high	med	med	med	med	med	high	med
Dec – 22	high	high	med	med	high	med	med	med

APPENDIX 2: Champions and stakeholder list

Champion	Position	Campus
Michael Friend	Pro Vice-Chancellor Research & Innovation	Wagga Wagga
Jason White	Director Research Services & Graduate Studies	Wagga Wagga
Paul Prenzler	Associate Professor, Sch of Agricultural, Environmental and Veterinary Sciences	Wagga Wagga
Emmaline Lear	Manager, Research Professional Development	Bathurst
	Team Leader, Research Services & Graduate Studies	Wagga Wagga
Andrew Hall	Associate Professor, Gulbali Institute	Albury-Wodonga
Charmaine Carlisle	Faculty Technical Manager	Wagga Wagga
Matthew Winslade	Sub-Dean, Workplace Learning, FoA&E	Albury-Wodonga
Jane Quinn	Professor, Sch of Agricultural, Environmental and Veterinary Sciences	Wagga Wagga
Zahidul Islam	Associate Dean (Research), FoBJBS	Bathurst
Leigh Schmidtke	Professor, Gulbali Institute	Wagga Wagga
Rhonda O'Brien	Exec Officer to DVC(R)	Wagga Wagga
Dale Curran	Research Engagement and Impact Officer	Bathurst
TBC	Associate Dean (Research), FoS&H	Bathurst
Mark Morrison	Professor of Economics, BJBS	Bathurst

APPENDIX 3: Example wording to include sustainability in your/your team's EDRS:

What I'm going to do:	Become a champion for sustainable research in my office/lab area and in my team by assisting to monitor and raise awareness about the Sustainable Research Guideline and the use and outputs of the Green Labs Program. Consult with key academics and sustainability subject matter experts to drive best practice in the way in which research is designed, implemented and evaluated.
How I'm going to do it:	<p>Enable the gathering of monitoring data and share with stakeholders to inform decision making and improvement of the services offered, particularly if these involve opportunities for staff, student and community participation and engagement.</p> <p>Identify opportunities for increased waste diversion and energy saving activities that can contribute to reducing our overall amount of waste to landfill and electricity bills.</p> <p>Support the development and implementation of the Green Labs stickers and messaging.</p> <p>Implement and promote actions identified by teams who have participated in the Green Labs Check-List process.</p>
Special resources I'll need:	Participate in regular team meetings and maintain communications with key stakeholders
How I'll show I've done it:	Continued participation in decisions making around sustainable research with my peers. Report back, document and promote improvements to the Campus Environment Committee, Research Services and the LiFE champion group.



APPENDIX 4: Action 3- Blurb for research applications

Since 2012 Charles Sturt University is addressing sustainability opportunities across seven widely spread campuses. The breadth and depth of our sustainability commitment is demonstrated through **national and internal recognition**. In 2019 we won the Continuous Improvement category of the Green Gown Awards and then progressed in 2020 as a finalist in the International Green Gown Awards achieving highly commended recognition.

We emphasise our institution-wide commitment to sustainability, including joining national and international efforts (Talloires Declaration, Learning in Future Environment Index and the Sustainable Development Goals). Our significant achievement of being the **first (of only two) certified carbon neutral universities in Australasia**. Our **Clean Energy Strategy 2030** demonstrates our ongoing commitment to carbon reduction.

The 'societal' reach our university in regional areas is very important. We also focus on our graduates being agents of change through our sustainability Graduation Learning Outcome. We are guided by overarching tools including a Research Narrative and the Charles Sturt Sustainability Statement. Additional tools include the Sustainability Research Guidelines and Green Labs Checklist.

APPENDIX 5: Other Resources

- [Sustainability credentials for support competitive applications](#)