

Actions and initiatives for advancing sustainable development



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We work together to build a sustainable world

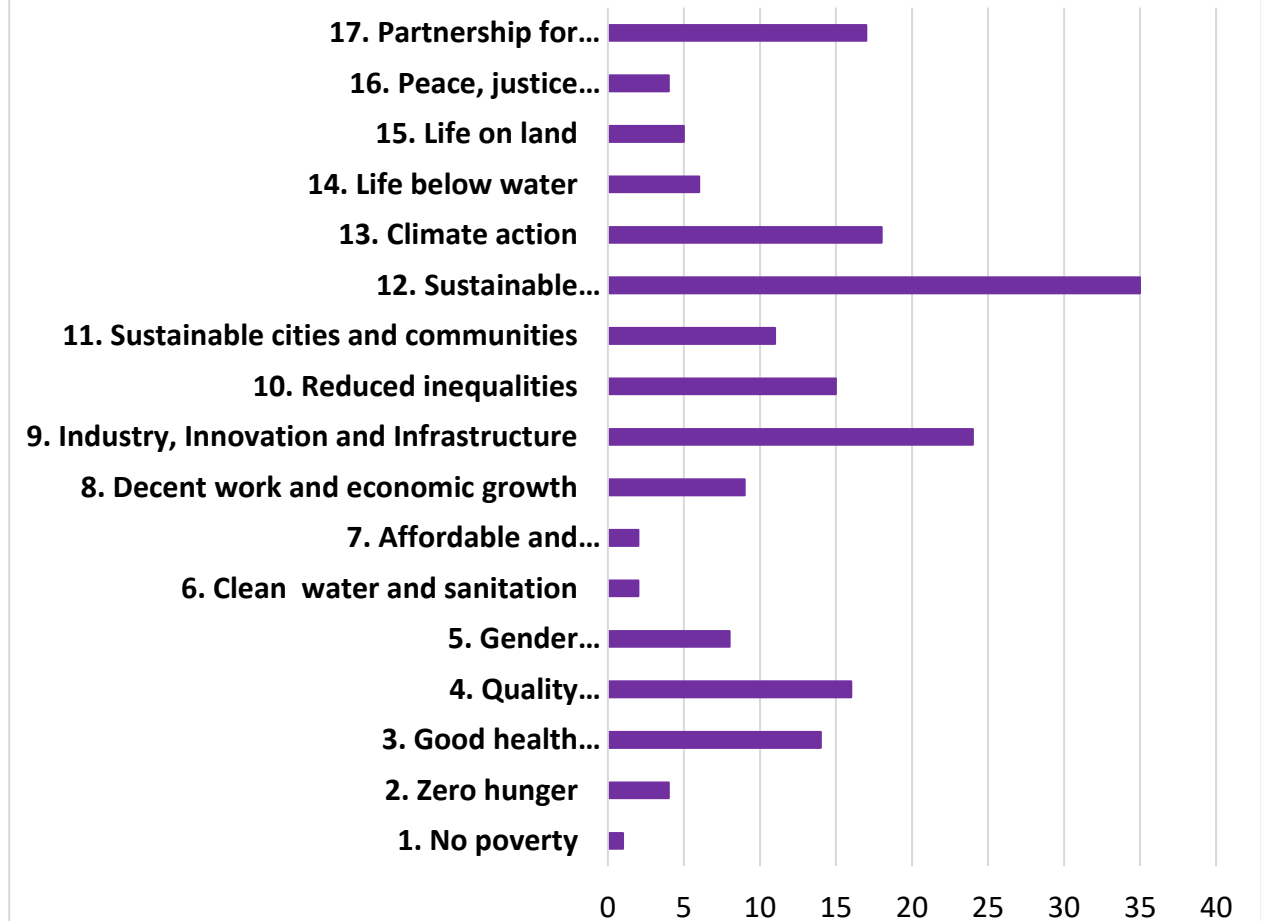
This report provides an overview of the activities, initiatives and actions undertaken by the faculties and service units at Tampere University to advance sustainability and responsibility between 2023 and 2024, as described by the members of our university community.

Now in its third edition, this report reflects our commitment to the strategic objective of working together to build a sustainable world. The report provides practical examples of our efforts to promote sustainable development both within the University and in wider society through our research and education. It also complements the University's first Sustainability and Responsibility Report.



A survey conducted across the Tampere Universities community to gather information on sustainability actions and initiatives received 54 responses, detailing activities carried out either solely at Tampere University or collaboratively across Tampere Universities. The actions are grouped into the following categories:

- Research and development
- Course, teaching method or pedagogical approach
- Activity, initiative or campaign
- Event
- New mode of operation
- Communications and visibility

Number of sustainability actions by SDG



Number of reported sustainability actions categorised according to Tampere University's Action Plan for Sustainability and Responsibility

Themes	Goals for 2030	Number of sustainability actions
We train promoters of sustainability and responsibility: We create a positive impact by educating experts. 	1. Graduates of the University are able to apply and develop sustainable and responsible practices in their professional lives and to promote sustainability in society.	10
	2. Degree-oriented education and continuous learning opportunities are accessible and inclusive.	5
	3. Sustainability and responsibility are demonstrably integrated as cross-cutting themes in continuous learning offerings.	1
Research solves sustainability challenges.	4. Tampere University conducts research that promotes the Sustainable Development Goals and aims to address sustainability challenges in its strong areas of expertise.	13
	5. Research and research infrastructures are conducted responsibly, in accordance with the principles of open science and research ethics.	9
Impact and cooperation: We promote responsibility and sustainable development in collaboration with our partners.	6. The University is a responsible partner and promotes sustainability and responsibility through collaboration and active engagement with its partners.	11
	7. The University communicates and advocates for its sustainability and responsibility goals, actions and achievements.	2
Work community as a sustainability actor: We act as a responsible employer and support the competence and well-being of our staff. 	8. As an organisation, the University operates in accordance with its strategy, implementing the principles of sustainable development and responsibility.	26
	9. Developing staff competence supports the advancement of sustainability and responsibility within the organisation.	4
Towards carbon neutrality and nature positivity: We aim for carbon neutrality and promote nature positivity.	10. Tampere University is carbon neutral and promotes nature positivity.	14

Research and development

Adapting to and mitigating climate change in nursing (Isohoito development project)

The Isohoito project identifies and disseminates good practices and solutions related to climate change adaptation and mitigation within the social and healthcare sector as well as investigates related information needs within the sector. The findings will enhance the social and healthcare sector's capacity to prepare for and adapt to weather and climate risks and respond to the challenges posed by the green transition. The Isohoito project is conducted in collaboration between the Finnish Institute for Health and Welfare (THL) and the Health Sciences unit at Tampere University. It is funded by the European Regional Development Fund (ERDF).

[Read more about the Isohoito project \(in Finnish\) on THL's website.](#)

ReBIOlution

The ReBIOlution project (Novel biodegradable, REcyclable, BIO-based and safe plastic polymers with enhanced circuLar properties for food packaging and agricUltural applicaTIONS) focuses on developing innovative, fully bio-based and biodegradable polyester blends. These blends are primarily based on 2,5-furandicarboxylic acid (FDCA) and other bio-based monomers. The materials are especially developed for the following applications that are widely used and currently have a negative impact on the environment: (1) plastic coatings for food packaging (such as trays for frozen/chilled foods and ready meals) and (2) plastic mulch films used in agriculture.

[Read more about ReBIOlution on the project website](#)

STAR

The STAR project (Sustainability transition through promoting recycling. Modeling circular plastic flows in Finland) models plastic flows by integrating data on the flow of plastic materials, plastic-containing products and plastic waste, along with the recyclability of plastic waste. The resulting model will provide quantitative insights into plastic raw materials and products (such as films, pipes, packaging and construction plastics) as well as the most common plastic-containing items. The model will also map plastic waste streams and evaluate their recyclability based on both the risks posed by harmful substances and technical feasibility.

[Read more about the STAR project \(in Finnish\) on the Finnish Environment Institute's website.](#)

Occupational safety among social and healthcare staff

The SafeKoti project focused on improving occupational safety for social and healthcare professionals working in customers' homes. The project explored the factors affecting the safety of home care workers and how they can be managed. Beyond generating valuable insights, the project also developed practical tools and methods to promote safety among home care workers.

Outdoor Express

The Outdoor Express service, initially piloted in the summer of 2022 as part of the Sustainable Tourism Mobility project, was designed to provide a convenient, low-carbon transportation option to natural attractions in the Tampere region. During the pilot phase, Outdoor Express offered fast and accessible shuttle bus connections to destinations such as Seitsemien and Helvetinjärvi National Parks. Tampere University was responsible for coordinating the testing phase and evaluating the results.

Thanks to the positive feedback and results, Ekokumppanit Oy continued to provide the Outdoor Express service in 2023 and 2024. Tampere University has continued to gather customer experiences to assess the impact of this service and identify potential areas for improvement.

The Finnish Social Science Data Archive safeguards the culture of open science and research

The Finnish Social Science Data Archive (FSD) is a national service provider that preserves and provides access to digital data for learning, teaching and research purposes. FSD has been advancing and advocating for the culture of open science for the past 25 years. FSD's current strategy highlights responsible open science and the "FAIR+ open" approach to science and research. FSD promotes the Sustainable Development Goals by acquiring and curating data that supports the study of topics related to sustainable development and by making this data available for further use.

FSD has been certified as a trustworthy data repository by the CoreTrustSeal certification board. Equality is one of the guiding principles of FSD, and its services are available to all customers in Finland and abroad, regardless of age or gender. Researchers and students from any research organisation or higher education institution can register as users of the Aila Data Service to access FSD's data collections. FSD has reduced its carbon footprint by leveraging Tampere University's internal IT infrastructure and utilising the long-term retention services provided by CSC – the IT Centre for Science.

Records management and metrics within the research information system

The research information system contains data on publications, experts and other research-related information from Tampere University and Tampere University Hospital (Tays). Responsible data management emphasises the careful planning of data lifecycles and adherence to research ethics in the collection, processing and provision of access to data. The principles of good scientific practice apply to all research and include reliability, honesty, respect and accountability. In line with these principles, the collection, processing and storage of research data must meet the standards of scientific research and research ethics. Research in certain fields may also be subject to specific ethical guidelines, which must always be followed when collecting and processing research data.

The impact and visibility of research can be assessed by analysing research outputs and citations. These methods are known as publication metrics, referring to the quantitative analysis

of the relationships between publications and citations based on a variety of indicators. Traditional indicators (such as the journal impact factor, citation counts and the h-index) have been commonly used to evaluate research impact. Responsible publication metrics aim to provide an approach that also considers the quality, openness, societal impact and diversity of publications. This approach supports open science and diverse publishing practices while helping to reduce negative incentives, such as the pressure to publish a high volume of articles.

SPARKA – scouts and schoolchildren promote citizen science

The aim of the SPARKA and SPARKA2 projects was to create a nationwide citizen science network composed of scouts and schoolchildren to collect observations on water quality, blue-green algae, litter and microplastics. This joint initiative by the Finnish Environment Institute, Tampere University and the Guides and Scouts of Finland trained scout leaders, teachers and student teachers to carry out citizen observations together with children. The projects also investigated littering in inland waters and initiated citizen observation of microplastics along shorelines. According to an interview study conducted by Tampere University, scout leaders are eager to engage in citizen science, provided that materials and instructions are readily available. They view citizen observation as a meaningful activity and an excellent form of active citizenship that aligns well with the values of scouting. Group interviews and drawings by 10–14-year-old scouts revealed that the children were particularly enthusiastic about the research tools and the hands-on, exploratory nature of the activities. In their interviews, the children also spoke about the role of scouts in protecting the environment. Their responses highlighted litter collection, but also mentioned other everyday actions, an active and attentive attitude towards the environment, and even societal engagement. Over the course of two years, the SPARKA projects involved thousands of scouts and hundreds of current and future teachers.

[Read more about the SPARKA project \(in Finnish\) on the Finnish Environment Institute's website](#)

LOWINFOOD

The LOWINFOOD project (Multi-actor design of low-waste food value chains through the demonstration of innovative solutions to reduce food loss and waste) explores how different innovations can be utilised to reduce food waste across different food value chains. The project is funded by the EU's Horizon 2020 programme. At Tampere University, the project involves the Wastebusters research group within the Faculty of Management and Business (MAB), which studies how households can reduce food waste through the use of a mobile application and investigates strategies for minimising bread waste.

[LOWINFOOD - Multi-actor design of low-waste food value chains through the demonstration of innovative solutions to reduce food loss and waste | Tampere universities](#)

IN2FOOD

The IN2FOOD project (Resolving a Societal Challenge: Interdisciplinary Approach Towards Fostering Collaborative Innovation in Food Waste Management) was carried out to develop cross-disciplinary courses, a research centre and a master's programme focused on reducing

food waste at an Indonesian partner university. The project was a collaborative effort involving stakeholders from both Europe and Indonesia. The project was funded by the EU's Erasmus+ Capacity Building for Higher Education programme.

[IN2FOOD - Resolving a Societal Challenge: Interdisciplinary Approach Towards Fostering Collaborative Innovation in Food Waste Management | Tampere Universities](#)

Circular Economy Experience (CIRCEX)

Funded by the Research Council of Finland, the Circular Economy Experience (CIRCEX) project explores the emergence and role of human experience in the circular economy (CE). The central thesis of the project is that people's experiences influence their commitment to CE practices, such as reducing, reusing and recycling. The project integrates perspectives from circular economy, marketing and design research, and conducts empirical research on the material flow of plastics. The outcome will be a new CE experience: the conceptualisation and analysis of how human experience translates into action, along with the creation of a framework for designing circular economy experiences. As a whole, CIRCEX contributes to science by advancing the role of experience research in promoting societal well-being and sustainability.

[Circular Economy Experience \(CIRCEX\) | Tampere Universities](#)

CARE

Funded by the Horizon Europe programme, the CARE project (Circular consumption Activities to transform households toward material efficiency) aims to empower consumer-citizens in European households to transition towards a circular economy (CE). The objective of CARE is to transform a total of 100 households across five European countries (Finland, Norway, Sweden, Germany and Estonia) into model circular households.

CARE will develop, test and validate two pilot programmes focused on two critical material flows: food and clothing. Both have high potential for circularity at the household level. The pilots are based on the practice-theoretical approach, which addresses the holistic, social and material aspects of everyday life instead of relying solely on individualistic or awareness-raising interventions. The pilots will include customised, inclusive and cost-free circular advisory services, along with food- and clothing-related interventions aimed at changing consumption practices. Impact assessment is a key component of the project, focusing on improvements in material efficiency, living conditions and sustainable well-being. The effectiveness of the pilots in reducing environmental impacts will be calculated using life cycle assessment (LCA).

[CARE: Circular consumption Activities to tRansform households toward material Efficiency | Tampere Universities](#)

Linking a publication in the research information system to a UN Sustainable Development Goal

Since August 2022, it has been possible to link publications stored in Tampere University's TUNICRIS research information system to the relevant United Nations Sustainable Development Goals (SDGs). Currently, 11.6% of all publications stored in the system have

been associated with an SDG. Among the publications published (reviewed) between 2022 and 2024, this figure rises to 25.5%.

In the TUNICRIS system, SDGs can be assigned not only to research publications but also to individual researchers and units. This information is publicly accessible via the TUNICRIS portal. News article on the topic: <https://intra.tuni.fi/en/content/news/42361>. Link to the public TUNICRIS portal: <https://researchportal.tuni.fi/fi/>. One or more SDGs have been defined for approximately 12% of all publications in the system and for approximately 26% of those published between 2022 and 2024. We aim to raise awareness of this feature and invite the university community to share their ideas for enhancing its visibility!

Climate Connected: Outbreak

Climate Connected: Outbreak is a game created as part of the research project titled “Our Planet at Play.” This project was featured in the report listing the sustainability and responsibility actions undertaken at Tampere University in 2020 and 2021–2022, during which time the game had not yet been released. The game was officially launched in 2024, accompanied by several research articles and public events. Climate Connected: Outbreak is a free single-player game available for both immersive VR and standard computers. It addresses climate change as a matter of planetary health and well-being, aiming to foster players’ emotional and behavioural commitment to climate action. Set in the year 2050, the narrative blends everyday experiences with systemic challenges. There are two versions of the game: one set in an unidentified, distant location and the other in Tampere, Finland. The game aims to enhance players’ understanding of climate change, promote learning and inspire changes in attitude towards the issue.

Course, teaching method or pedagogical approach

Sustainability as a guiding principle for learning

Sustainability is integrated into the pedagogical principles of the Teaching and Learning Centre (TLC) and guides all activities within the TLC network. TLC provides pedagogical services for teaching staff and contributes to the promotion of open science, accessibility and the sustainable use of artificial intelligence (including participation in working groups, training programmes, and pedagogical support for teaching staff).

Read more on TLC's website: <https://www.tuni.fi/tlc/en/planning-and-implementation-of-teaching/curriculum-work/sustainable-development-in-teaching/>

Open educational resources and user support

The University Library provides access to open educational resources that can be freely utilised for teaching, learning or research purposes. These include courses, videos, books, articles and assignments. The resources are either non-copyrighted or made available under a license that allows them to be freely used, adapted and distributed. In addition to course materials, it is also possible to make curricula, lesson plans, assessment matrices and learning outcomes openly accessible. Open teaching practices support the creation and use of openly accessible educational resources and enable, for example, co-creation.

Sprint Innovation Festival

HUBS has organised the Sprint Innovation Festival since 2012. In 2023, the concept for the event was rethought. The event places a special emphasis on themes related to social sustainability. In the autumn of 2023, the Sprint Innovation Festival brought together approximately 120 students and six partners from the world of work.

[Sprint Innovation Festival by HUBS](#)

Course: Health Innovation Challenge

The Health Innovation Challenge course, launched in the autumn semester of 2024, was collaboratively developed between 2023 and 2024 by the Faculty of Medicine and Health Technology (MET), Innovation Services and HUBS at Tampere University. The course is offered to degree students and doctoral researchers enrolled at Tampere Universities or at partner institutions that have joined the SPARK Finland network. The course brings together multidisciplinary student teams to address challenges they have identified in real-life hospital or healthcare environments, based on their observations of daily operations and discussions with healthcare professionals and customers. The course provides students with a foundation for developing further expertise relevant to their future careers. The course also places an emphasis on the development of teamwork and interpersonal skills. The course broadens students' expertise and develops their ability to address observation-based challenges, build and work effectively within teams, and adopt an entrepreneurial mindset.

Course: Knowledge-based Decision Making for Sustainability

The course titled Knowledge-based Decision Making for Sustainability has been developed since 2020 in collaboration between the Degree Programme in Information and Knowledge Management and the Degree Programme in Environmental Engineering. This course invites students to work collaboratively to address sustainability challenges through activities such as negotiations, workshops and debates. The course not only broadens students' knowledge base but also supports the development of their identity and sense of agency in promoting sustainable development. The course has been offered twice a year, in both Finnish and English.

Activity, initiative or campaign

Pirkanmaa Climate Action Lab

The Pirkanmaa Climate Action Lab develops new solutions and operational models for mitigating and adjusting to climate change as well as addressing biodiversity loss in the Tampere region. The Lab works together with regional stakeholders, including companies, municipalities and congregations. The Lab's practical activities focus on co-creation workshops, primarily held at the Hyytiälä Forest Station and in Tampere. The Lab is a joint initiative between the University of Helsinki and Tampere University, and it is physically located at the Hyytiälä Forest Station in Juupajoki. It is funded by the Council of Tampere Region.

[The Pirkanmaa Climate Action Lab](#)

Scholarship for sustainable entrepreneurship

Each year, the University of Tampere Foundation, the Industrial Research Fund at Tampere University of Technology and the Tampere University of Applied Sciences Foundation award scholarships for sustainable entrepreneurship. These scholarships support students across the Tampere Universities community in pursuing sustainable entrepreneurial initiatives during their studies. HUBS collaborates closely with all three foundations, contributing to the selection process and promoting the scholarship opportunity. To be eligible, applicants must clearly articulate the sustainability aspects of their business idea/company in their business plan, and their business idea/company must promote ecological, social, cultural and/or economic sustainability. Between spring 2023 and spring 2024, scholarships were awarded for 28 students or student teams.

For example, the pilot phase of the shared items service at Tampere University received funding from this scholarship programme: <https://hubs.fi/en/stories/rental-service-from-students-to-students-pilot-experiment-of-shared-goods-service-at-tampere-university//>

The University Library's role in promoting sustainable development

The University Library plays an important role in supporting research, science and education. The Library actively collaborates with partners to expand its collections and improve accessibility, as well as develops its information resources in alignment with Tampere University's strategic objectives and focus areas. To meet the needs of research, teaching and learning across the Tampere Universities community, the Library acquires a diverse range of high-quality resources. These include both materials purchased by the Library and essential open-access resources that support research. The Library encourages user participation in the development of its resources by inviting feedback and acquisition requests. The Library also maintains active collaborations with local, national and international partners to ensure the provision of comprehensive services that are flexible, equitable and accessible, regardless of users' location or physical characteristics.

The Library supports open-access publishing and open science by providing financial support and paying membership fees to relevant services. The supported services are regularly

reviewed and assessed. The benefits of these services are available to authors affiliated with Tampere University, Tampere University of Applied Sciences or Tampere University Hospital.

Lifecycle management model for the Library's resources	The Library's resource lifecycle management model takes into account the full lifecycle of both printed and electronic resources in relation to their usage. Efforts are made to optimise the use of resources in proportion to their cost through various measures. The model aims to minimise end-of-life waste generated by resources, while actively improving and maintaining their accessibility and usability.
Accessibility in the Library's resources and services	<p>Guide on the accessibility of open educational resources in Finland.</p> <p>Celia/information about accessibility (Celia is the Finnish national library for accessible literature and publishing. Celia produces literature that is available to anyone who finds reading printed books difficult due to dyslexia, illness, disability or similar reasons. Users can register for Celia's free audiobook service through their local library or school.)</p> <p>Papunet/Saavutettavuus (The Papunet online service is provided by the Finnish Association on Intellectual and Developmental Disabilities).</p> <p>Saavutettavasti.fi (This website is aimed at public sector communicators and others involved in creating or planning web content. The website provides practical guidance on how to improve the accessibility of digital content.)</p> <p>Accessibility requirements (maintained by the Regional State Administrative Agency assigned as the accessibility monitoring unit.)</p>

Advancing ecological sustainability in the Information and Knowledge Management Unit

The Information and Knowledge Management Unit at Tampere University has engaged student teams in case challenges aimed at advancing ecological sustainability within the unit. Particular focus has been placed on the development of travel practices and teaching. A workshop was organised for staff to explore ways to increasingly integrate sustainability perspectives into teaching activities. The actions implemented so far have inspired the unit to further develop its operational methods and educational practices, laying a strong foundation for the continued advancement of sustainability.

IT Services promote resource and energy efficiency and the transition to a circular economy

New printing service	Tampere Universities have introduced a new printing service aligned with the principles of sustainable development. For example, the number of multi-function devices (MFDs) across our campuses has been reduced. The new MFDs are more environmentally friendly, and all printing paper is responsibly sourced.
Centralisation of server rooms and reduction of facilities	IT Services is consolidating server room operations into main data centres and vacating smaller facilities, thereby freeing up space for other users.
Lifecycle management (data and devices)	Lifecycle management has been implemented for Teams workspaces and data, helping to reduce digital waste. Devices that have reached the end of their lifecycle are centrally sold in large batches to an external partner for further processing. Devices that can still be used are securely passed on, and the rest are recycled so their materials can be used again. In 2023, approximately 2,100 computers were recycled within the Tampere Universities community, with around 80% reused as-is. This reuse is estimated to have prevented over 400,000 tonnes of carbon dioxide emissions in 2023.
Scaling scientific computing resources based on actual demand	Servers are powered on and off according to real-time demand to conserve electricity.
Phasing out old virtualisation environments	The separate virtualisation environments and two disk systems used in the former universities have been decommissioned and replaced with a new, unified environment. This has reduced the number of physical servers and overall energy consumption.
Automating repetitive routine tasks	Examples include desktop automation for the automatic creation of mass exams in the student information system, a software robot for updating workspace data between spreadsheet files, and an expanded autonomous robot for generating device reports.
Developing customer relationship management	The number of active users has increased by approximately 20% during the review period compared to the previous year. Through its development efforts, IT Services has been better able to meet user needs by expanding the capabilities of the D365 platform.

Promoting the responsible use of space across campuses – Facilities Programme and development projects

The development of campus facilities is guided by the Facilities Programme, which is based on Tampere University's Campus Development Strategy. The strategic objective is to ensure that daily campus operations are efficient and responsibly managed. According to the Facilities Programme, the University plans to vacate 18% of its premises by 2030. The remaining facilities will be developed to better meet the needs of the university community and to optimise the use of campus space. Development projects have been designed through co-creation with campus users, who have been actively involved in providing input and feedback. As a result, a particular focus has been placed on the development of office spaces. Plans to increase the use of shared spaces have also been developed and taken into account, for example, in the design of the future laboratory facilities in the Sähköotalo building. More efficient use of space can be achieved by increasing occupancy rates and shifting towards shared-use models. The Facilities Programme contributes to all dimensions of sustainability.

Events

Event hosted by the ReCREATE project

The ReCREATE project studies the reuse of precast concrete elements in new buildings from both technical and business perspectives. In 2023, precast concrete elements were deconstructed from a condemned office building in Tampere city centre, which served as a pilot site for the project.

[Read more about the ReCreate project](#)

Hot topics in strategic urban development in Tampere and the EU context

Johanna Vannes from the Baltic Institute of Finland (BIF) presented BIF's projects and explained how EU funding works in the context of cities. The event was organised by the student association Complex Ry.

Event: Building a sustainable world of work

Hosted by HUBS, this inspirational morning event featured two thought-provoking keynote presentations and a workshop session. The event was open to the entire Tampere Universities community.

Kicking off the 2023/24 academic year, the event offered fresh perspectives on social sustainability. How can we, as students and staff, make our everyday lives more sustainable? What actions can we take at the grassroots level? How can we work together to create new, sustainable practices for working and studying? Explore the outcomes of the workshop session (in Finnish): [Seidat | HUBS | Kestävän työelämän työpaja | Kansi: Kestävien ideoiden siemenrahoitus](#)

The event was supported by Tampere Universities through the Seed Funding for Sustainable Ideas initiative.

Celebrating Democracy

The Celebrating Democracy event celebrated the culture of democracy within universities. The event featured speeches and aimed to promote academic democracy.

New mode of operation

Equipment available in electronic exam facilities

The number of electronic exam facilities on the Hervanta campus has been reduced by merging two smaller facilities into a single, larger one. This change promotes both ecological and economic sustainability by increasing the usage rate of exam spaces, streamlining facility maintenance and exam invigilation, and reducing energy consumption.

Moving forward, battery-operated mice in the electronic exam facilities will be replaced with wired mice, which generate less waste over their lifetime. Touch-screen computers and headphones will no longer be available in all electronic exam facilities. The usage of touch-screen displays and headphones by exam-takers has been monitored for several years, and this equipment has been gradually made available only in designated facilities. Reducing unnecessary peripherals helps to conserve resources.

Establishment of the Digital Office

The Digital Office has been established at Tampere University to coordinate and systematically promote digitalisation. The Digital Office supports the implementation of actions specified in the Digitalisation Roadmap. The Digital Office contributes to advancing sustainability, operational efficiency and well-being across the University.

Automatic transfer of degree certificates into the records management system

Degree certificates are automatically transferred from Tampere University's student information system to the records management system via the signature service, using system integrations. This automation has significantly reduced the need for manual processing. This initiative was part of the broader effort to digitise degree certificates.

Smart Agriculture and Entrepreneurship programmes

Between 2022 and 2023, Tampere University implemented Smart Agriculture and Entrepreneurship (SAE) programmes at Indian universities on four occasions. These programmes are supported by Finland's Ministry of Education and Culture under the Global Innovation Network for Teaching and Learning (GINTL) initiative. In 2024, SAE activities have focused on reporting the results and planning the continuation of the programmes in collaboration with partner universities.

The next phase centres on developing an innovative study and development module, which has attracted interest from Indian universities specialising in agriculture and forestry. This collaboration has led to the establishment of a consortium of Indian agricultural universities. Joint research projects are currently in the pipeline, and plans are underway to establish a new Excellence Center.

Materials on equality and non-discrimination

Tampere University's Equal Opportunities Committee has compiled an information package on equality, non-discrimination and diversity for supervisors and appointment committees involved in recruitment. The self-study materials for supervisors, which are part of the broader supervisor induction programme, are made available on the Moodle learning platform to all supervisors across the University. All supervisors are recommended to familiarise themselves with the induction materials, including the section on equality and non-discrimination. For appointment committees involved in staff recruitment, the Equal Opportunities Committee has prepared a checklist for equality and non-discrimination. This checklist is included in the materials reviewed by committee members before they begin their work. The HR specialist that supports the recruitment process reviews these materials with the appointment committee at the start of each new recruitment round. The checklist is also included in the recruitment guidelines on the intranet. Both information packages include relevant legislation, a curated selection of further reading and links to short videos.

Sustainable and Responsible Food Province

This project strengthens sustainability efforts within the food system in South Ostrobothnia. The project focuses on reducing greenhouse gas emissions and negative environmental impacts in the food industry by offering and developing various tools for businesses as good practices and piloting them. The pilots focus on biochar, the utilization of side streams from the food industry, climate-friendly practices in food services, and packaging labels that support customers in making sustainable food choices. Moreover, the project promotes climate change adaptation and risk prevention within the region's food system.

Changes to campus parking

Named parking spaces have been replaced with unnamed ones across all campuses. Parking spaces equipped with electrical outlets have been upgraded so that users now pay for electricity based on actual consumption. These changes were made to maximise the availability of parking spaces for both regular users and occasional visitors. Staff are now able to charge their electric vehicles during the workday. This supports the use of more environmentally friendly electric cars for commuting purposes when public transport is not a viable option.

Publication of procurement data

Tampere University was the first university in Finland to make its procurement data openly available (tutkihankintoja.fi). The costs of items procured by the various units and faculties, along with the names of suppliers, are publicly accessible online. As we operate with public funding, publishing this data is in line with the principles of transparency and good administrative practice.

Accessible communications

Communications staff across Tampere Universities takes accessibility very seriously. Whether it concerns subtitles for videos and podcasts, materials on our websites, Word and PowerPoint templates, or the use of images and graphs, we are committed to producing accessible content

– even when it requires additional effort. These efforts have paid off: during its accessibility audit in summer 2024, the Regional State Administrative Agency (AVI) identified only one issue that required attention.

SportUni's actions to promote sustainable development and responsibility

[SportUni](#) offers affordable sports services and related events to students and staff across the three campuses of Tampere Universities. SportUni is committed to upholding the principles of sustainability and responsibility:

- SportUni's principles for a safer space were developed in collaboration with the Finnish Student Sports Federation in the spring of 2024 and have been actively promoted among customers to raise awareness.
- SportUni's communications and marketing activities are conducted in both Finnish and English. Bilingual communications have been further developed to improve accessibility for international students.
- SportUni's shower and toilet facilities are available, for example, to staff who commute by bicycle. While not widely advertised, this service is available upon request.
- SportUni is committed to treating all its staff equally and without discrimination. Given the small size of the team, this commitment is important to ensure effective collaboration. It is continuously developed and openly discussed.
- SportUni supports professional development among its staff. All team members monitor relevant training opportunities and participate in training annually. Information about these opportunities is shared with other team members.
- SportUni maintains close collaboration with the entire Tampere Universities community. As SportUni promotes well-being across the community, collaboration is an important aspect of its work with both students and staff. This includes, for example, events, information sessions and tailored sports activities. Our visibility has grown significantly through regular participation in these activities.
- SportUni conducts regular feedback surveys to develop its services and gain valuable insights into customer experiences. Collecting feedback is essential to ensure our services truly meet customer needs. Feedback indicates high levels of satisfaction with SportUni's offerings.
- SportUni's services are easily accessible and conveniently located. While the location of our facilities is not entirely within our control, we maintain close collaboration with Facilities Management and continuously improve accessibility and facilities.
- In the SportUni sports centres, lights operate via motion sensors, saunas and lights are turned off after periods of inactivity, and showers shut off automatically. Saunas are not left on all day. These measures, developed with Facilities Management, help to conserve electricity and water.
- Recycling containers are available in the sports centres. This is achieved in cooperation with Facilities Management and cleaning services. Although largely outside our control, we collect and relay customer feedback on recycling options.

- Lost-and-found items that remain unclaimed are made available for others. Usable items are regularly offered for reuse or recycled, helping to keep the facilities tidy and ensuring that items either return to their original owner or find a new one.
- We regularly maintain our sports equipment and select high-quality options to ensure durability. Equipment is routinely serviced, repaired and replaced, when necessary, to ensure safety and meaningful exercise. Purchases are made after careful consideration and only when necessary. We prefer tried-and-tested equipment.
- Decommissioned sports equipment are either reused or recycled. Nothing in good condition is discarded unnecessarily. Usable equipment is offered for reuse, while broken or damaged items are properly recycled.
- As not all customers have their own sports equipment or the possibility to purchase them, we want to encourage all our customers to exercise by offering items for hire or loan. We also lend sports equipment for events organised within the Tampere Universities community, helping to reduce unnecessary purchases and promote well-being.
- Ice packs left over from the Arvo building's order centre are reused at SportUni's sports centres. A large number of these ice packs would otherwise go to waste, so we make use of at least some of them during weekly incidents that require first aid in our sports centres.
- We distribute giveaways sparingly at fairs and events to avoid promoting a culture of consumerism.

Communications and visibility

HUBS's Sustainable Entrepreneurship podcast

We produced the first season of HUBS's Sustainable Entrepreneurship podcast in the spring of 2024. This podcast aims to present a more diverse view of entrepreneurship and to provide a more in-depth understanding of sustainability from the perspectives of economic, social and ecological sustainability. Each episode features one or more entrepreneurial guests, with whom we explore different dimensions of sustainability. In the first season, we welcomed five guests from different sectors, ranging from solo entrepreneurs to start-ups. In our conversations, the entrepreneurs articulate how different aspects of sustainability are reflected in their business operations and in their everyday lives as entrepreneurs.

Although all areas of sustainability were addressed, the episodes particularly highlighted social and cultural sustainability. The impact of the podcast lies in broadening the thinking of individual listeners (our university students) through concrete examples shared by the entrepreneurs (insights such as "Ah, this is a perspective on sustainability, too"). The episodes are available on HUBS's Spotify channel, as well as on KohinaCampus's Spotify and SoundCloud accounts that help to extend their reach.

In the autumn of 2024, we also produced a special episode on self-leadership, which has already been added to the HUBS 24H online course platform for the Student Self-Leadership course. This special episode also relates to sustainability, as self-leadership skills are closely linked to individual well-being and everyday resilience.

