



Ca' Foscari
University
of Venice

sustainability REPORT 2014



Rector's message

This year too sees Ca' Foscari renewing its efforts to be a sustainable University serving the local community and safeguarding the social and environmental fabric in which it operates.

Our university belongs to an extraordinary city that has always combined tradition with innovation. Ca' Foscari intends to draw upon this heritage and become a driving force for the development of the city, of its hinterland and of the communities living there, by promoting a sustainable model that is respectful of human rights and work, and committed to environmental protection.

This sustainability report is designed to inform our stakeholders about the initiatives that we have undertaken, providing a complete overview of the impact that they have had on social, economic and environmental levels. Our aim is not merely to showcase the actions that have been undertaken with regard to our social responsibility but to strengthen our dialogue with our stakeholders and build a two-way relationship with the local community.

We would like to introduce you to a university that is growing and becoming increasingly inclusive and proactive, promoting an active, open and responsible community, a University aware of its role in preparing the new generations to meet global challenges.

Michele Bugliesi

Rector of Ca' Foscari University of Venice

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How to interpret this report:

The fifth report on the sustainability of Ca' Foscari describes the activities promoted by the University in 2014 as part of an integrated sustainability strategy, illustrating impacts on economic, social as well as environmental levels. Most of the information contained in this report are described in detail in the **University General Report** ("Relazione Unica di Ateneo") and in the 2014 **Financial Report**, both of which were approved by the Ca' Foscari administrative bodies and published on the official website www.unive.it > **Ateneo > Piani, Strategie e Bilanci** [11]. Please note that all the reference documents are in Italian, as requested by the Italian Ministry of Education, University and Research.

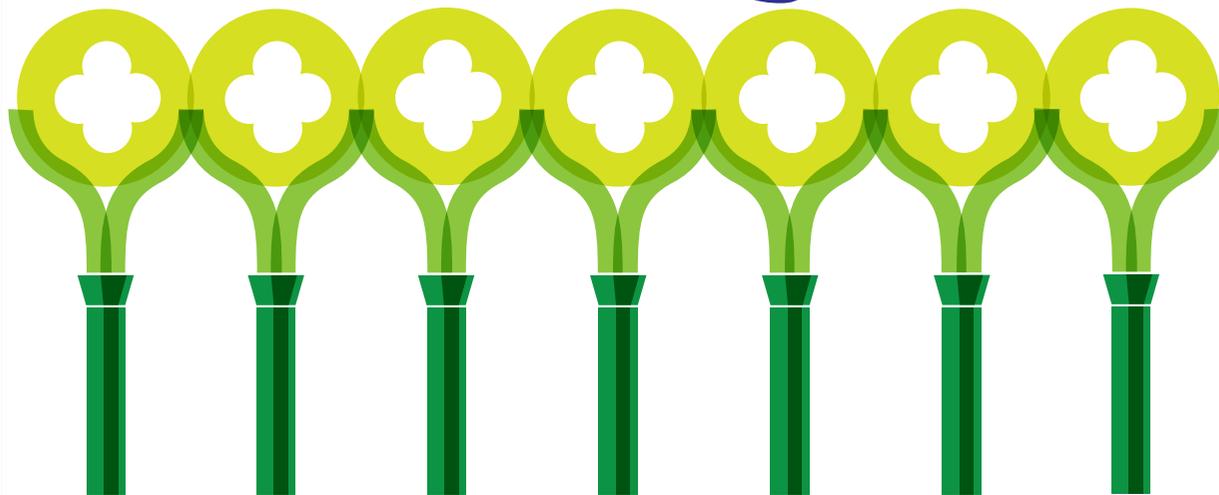
To ensure that the report met with the latest international social reporting standards, it was drawn up in accordance with the international **GR14 (Global Reporting Initiative)** framework whose indicators are listed at the end of the publication. For greater clarity and completeness, the following symbols have been included:

 GRI4 indicator

 reference page in the University General Report [11]

 link to University website

A growing University



A growing community that is open and multicultural, offering diversity in terms of geographic origin, cultural backgrounds and disciplinary approaches.

A scientific profile capable of gaining international visibility, attracting gifted scientists and involving them in outstanding projects, both within the single disciplines and across the disciplines.

A university exercising its institutional leadership in both its own community and within the wider local community, acting as a catalyst for processes of cultural, economic, social and environmental innovation.

DEGREE PROGRAMMES a.y. 2013/14

- 15** Bachelor's Degree Programmes (First Cycle)
- 27** Master's Degree Programmes (Second Cycle)
- 19** 1st level Professional Master's Programmes
- 9** 2nd level Professional Master's Programmes
- 14** PhD Programmes

STUDENTS

	2014	variation 2013
enrolled	21,373	+4.4%
international	1,170	+0.5%
incoming	322	0%
outgoing	540	+19.5%
part-time	808	-1.1%
graduates	4,340	+3.2%

STAFF & FACULTY

	2014	variation 2013
professors	310	+2%
external faculty members	221	-21.6%
researchers	196	-8%
visiting professors	66	+19.1%
technical administrative staff	582	+2.8%
temporary workers	51	-20.3%
language teaching assistants	82	+1.2%
research fellows	231	+12.2%

Ca' Foscari University of Venice

Like its home city of Venice, Ca' Foscari University is a crossroads of cultures, and of fields of research, ideas and creativity. Founded in 1868 as a **Business School**, it is now a medium-sized state university based in the historic centre of Venice with two mainland campuses in **Mestre** and **Treviso**.

[Presentazione di Ca' Foscari > L'istituzione, p. 9](#)

ACCOUNTABILITY

Ca' Foscari is ranked among the **top 200 universities** for History, Economics/Econometrics and Modern Languages in the **QS World University Ranking by subject**. It is also in **ninth place among the Italian universities** for student mobility, capacity to attract external resources, and low dropout rates. According to the latest **Good Practice** survey, Ca' Foscari is also one of the top universities in terms of the performance of services provided: the positive feedback garnered by the library services was far above the national average with students praising the long opening times and expressing satisfaction with the loan system. The mobility programmes and student exchange support services also received ratings above the national average.

THE CONTEXT

The city of Venice. Venice is an extraordinary city: universally considered to be one of the most beautiful cities in the world, it is also a UNESCO World Heritage site. This prestigious context facilitates its contacts with other cultural and economic realities, both at home and abroad. At the same time, Venice is also a very difficult city, especially for the high living costs that students and their families are forced to meet. Moreover, the unique nature of this urban site means that Ca' Foscari is spread across a number of sites, some quite distant from each other, in historic buildings requiring costly maintenance and conservation work in compliance with listed building regulations.

Other universities. The Veneto region has four other state universities with extensive course offerings that are often not coordinated and even in competition with each other. However, Ca' Foscari stands out from other Italian universities thanks to its language study area.

Size. As a medium-sized university with around 20,000 students – organised in four rather diverse areas – economics, humanistic, language and scientific studies – it is rather difficult for Ca' Foscari to compete in rankings, especially international rankings, which are often based on criteria that do not reflect the University's characteristics.

The University's Social Responsibility

2010
launch of
Sustainable Ca' Foscari

2010 - 2013
Carbon Management
project

2011
inclusion of sustainability
in the University Statute

2011
participation in UN
Global Compact

2012
inclusion of sustainability
in the Strategic Plan

2012
launch of Ca' Foscari
sociale project

2012
participation in International
Sustainable Campus Network

2012
launch of Sustainable
Competencies project

2013
LEED certification
for Palazzo Foscari

2014
launch of University of
Voluntary Work

2015
launch of Italian Network of
Universities for Sustainability

In 2010 Ca' Foscari embarked upon a challenging journey to become a university promoting **social cohesion** and improving the **wellbeing** of those working and studying at the university, while favouring the local **environment** and **natural resources**, and increasing the **efficiency and effectiveness** of the various processes. This commitment was included in the University Statute (**Article 53**) and led to the creation of the **Sustainable Ca' Foscari** programme.

Over the years, Ca' Foscari has emerged as a **model of management and organisation** capable of including sustainability in all university activities and of extending sustainable development well beyond the purview of the university to involve the entire city of Venice in its initiatives. Venice and its immediate surroundings, and the difficulties involved in balancing the different needs and expectations of those living, working and studying there played a vital role in defining a **path of social and environmental responsibility**.

For Ca' Foscari social responsibility means including sustainability in its agenda and undertaking to educate a future generation of professional, managers and citizens to aspire to a model of **sustainable development** designed for use by everyone. This means moving away from the concept of ivory tower to become a university that is open to suggestion and keen to seek a **dialogue** with civil society, to become a **driver** for innovation and wellbeing for the city, for the local area, and the planet.

www.unive.it/sostenibile - www.unive.it/sustainability



sustainable
Ca' Foscari

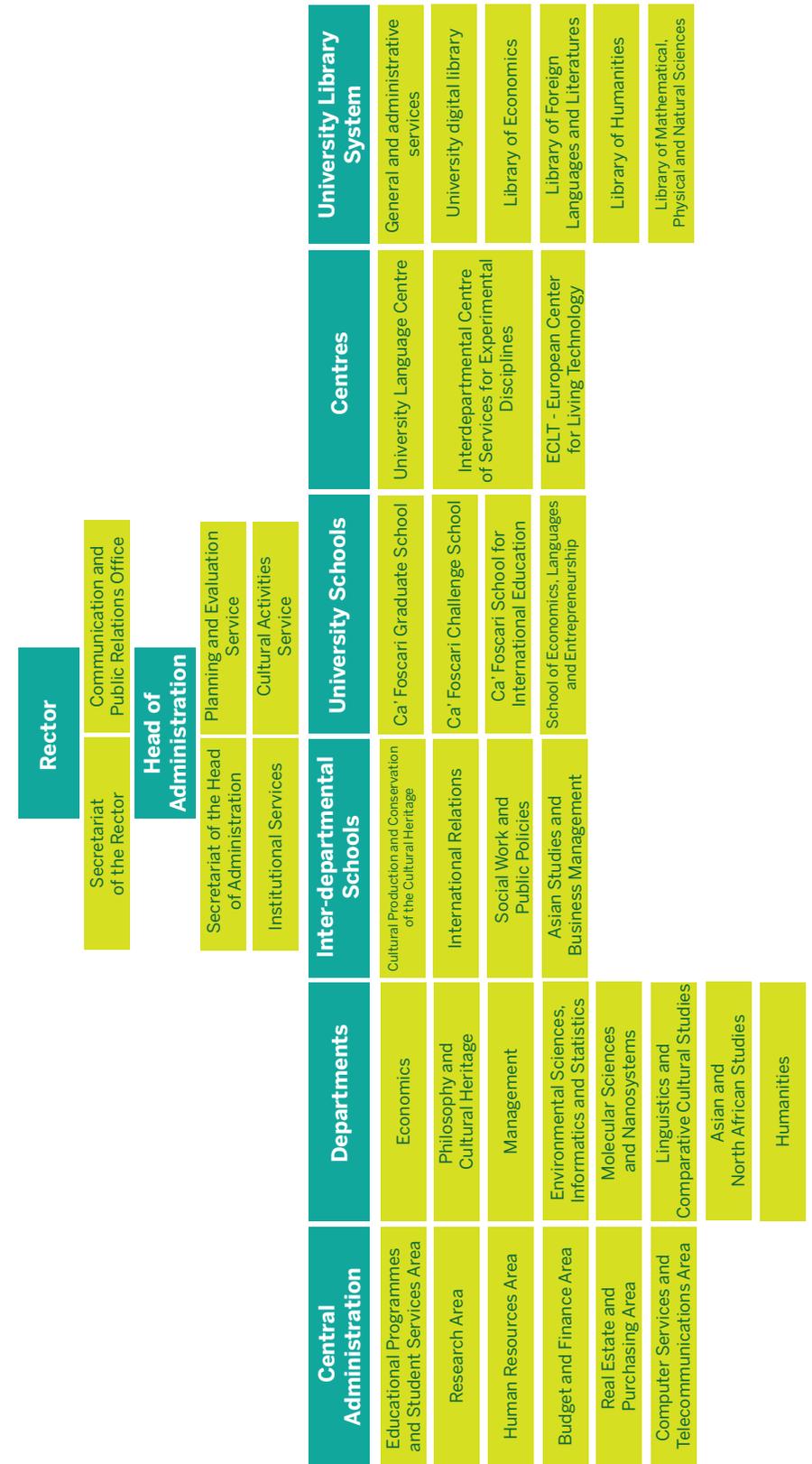
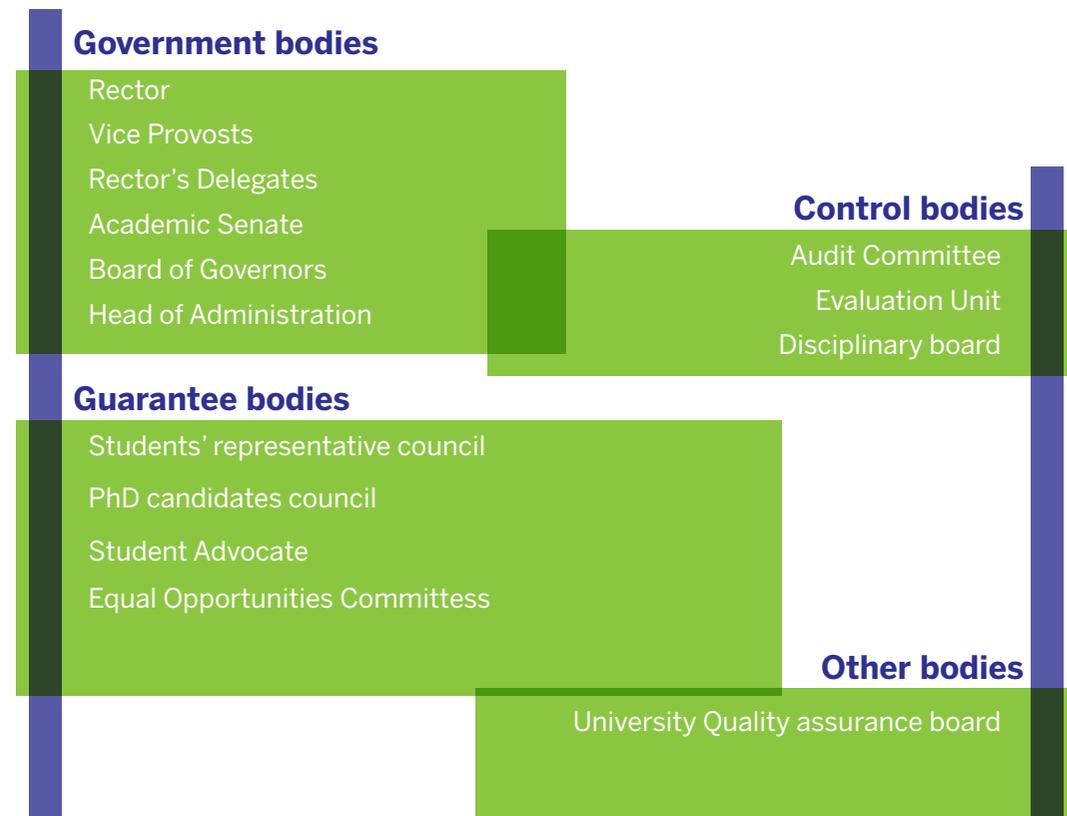
The organisation

Ca' Foscari comprises a **central Administration, 8 Departments, 4 Schools, 4 Inter-departmental Schools** along with various **Centres** and the **University Library System**.

Ca' Foscari's central Administration is organised on three levels and comprises **Areas** and **Services** distinguished by a high level of specialisation and coordination and that are generally entrusted to a senior manager. Some of these structures are divided into smaller organisational units known as **Offices**, which are in turn made up of **Sectors**. The organisational structure of the various departments is also divided into sectors – administration, teaching and research – each of which is under the responsibility of a **Department Head**.

In 2013, there was an overhaul of the **University Library System**, which is also organised on three levels: the **Library System management**, followed by the **Offices**-equivalent to **Libraries** - which are in turn divided into three sectors: document management, service management, branches.

[Presentazione di Ca' Foscari > L'organizzazione, p. 12](#)



The values, principles and codes

Over the years Ca' Foscari has acquired tools, codes and policies to support the principles underpinning its actions and to guarantee its community equal opportunities in research, in their studies and work.

UNIVERSITY STATUTE

The current Ca' Foscari statute came into force on 2 October 2011 and implements the university reform introduced by MIUR (Italian Ministry of Universities and Research). The Statute illustrates the fundamental principles of the University and defines the organs and structures performing the actions of Ca' Foscari.

[Ateneo > Organizzazione > Norme e regolamenti](#)

CODE OF ETHICAL CONDUCT

On 21 October 2014 the University promulgated its new Code of Ethical Conduct (Decree of the Rector No. 795), setting forth the fundamental values and commitments undertaken by the University with the aim of reinforcing the ethical, social and environmental dimension in institutional activities and defining the behaviour of those working within, with and on behalf of the University so that they may exercise their functions and activities in a culture of responsibility.

[Ateneo > Organizzazione > Norme e regolamenti > Codici](#)

CODE OF CONDUCT FOR THE PREVENTION OF SEXUAL HARASSMENT

The Code of Conduct for the prevention of sexual harassment is intended to prevent all forms of sexual harassment and safeguard the dignity of all employees and students at Ca' Foscari University. It aims to affirm the dignity of the individual and prevent forms of behaviour that could be considered sexual harassment in places of work or study, and to promote the favourable outcome of any disputes that may ensue.

[Ateneo > Organizzazione > Norme e regolamenti > Codici](#)

CODE OF CONDUCT FOR THE PREVENTION OF MOBBING

This Code of Conduct, which is intended to combat and prevent mobbing, draws upon the University's Code of Ethical Conduct in its rejection of every form of conduct involving discrimination, sexual harassment or mobbing, in order to create a work and study environment promoting the wellbeing of all involved and proper interpersonal relationships. The aim is to prevent all forms of moral or psychological abuse in the workplace by either the employer or employees to the detriment of other staff, whether of equal, lower or higher rank.

[Ateneo > Organizzazione > Norme e regolamenti > Codici](#)

STUDENT'S RIGHTS AND DUTIES

Under Heading VII of the Student Career Regulation, in the framework of the principles underpinning the University's Statute and Code of Ethics, and inspired by principles of transparency and responsibility, the University adopted a Charter of the Rights and Duties of Students enrolled in its degree programmes. The University also adopts various publication processes and instruments to keep students informed of procedures and decisions relative to their careers, while encouraging their participation in such procedures.

[Ateneo > Organizzazione > Norme e regolamenti > Regolamenti > Studenti](#)

SUSTAINABILITY COMMITMENTS CHARTER

The University has adopted a Sustainability Commitments Charter in which it defines objectives aimed at minimising its impact upon the environment and upon natural resources, increasing social cohesion and reducing inequalities within the university, while favouring the cultural development and sustainable economic growth of the local area. The University considers wellbeing in the work and study place to be a fundamental value, and has therefore put into place prevention strategies aimed at improving the safety and overall quality of its activities.

[Ateneo > Piani, strategie e bilanci > Pianificazione, qualità e sostenibilità](#)

THREE-YEAR PLAN FOR THE PREVENTION OF CORRUPTION

This plan maps all processes at risk of corruption within the University and draws up relative countermeasures. The response actions are periodically monitored to maintain their organisational impact and effectiveness.

[Ateneo > Piani, strategie e bilanci > Programmazione triennale](#)

THREE-YEAR PLAN FOR TRANSPARENCY AND INTEGRITY

This plan is required by law and is aimed to increase the accessibility of information concerning Ca' Foscari's organisation and activities. The intent is to make the University's staff more responsible while promoting new forms of monitoring and participation. The plan provides for the publication of information online on the Transparent Administration portal website.

[Ateneo > Piani, strategie e bilanci > Trasparenza e performance](#)

The University's stakeholders



Ca' Foscari's stakeholders are its **undergraduates, postgraduates and PhD students**; it is also aware of the needs of **foreign** students, building partnerships with universities abroad and extending the range of programmes taught in English. Other important stakeholders are the university **staff and faculty**. Despite various contingent difficulties, the University creates numerous occasions to give staff the opportunity to express concerns and needs that it can address by means of organisational responses and services.

In 2012 the "**Ca' Foscari Alumni**" community was set up to bring together alumni united by a shared learning experience as well as by the identity, uniqueness and values embodied by Ca' Foscari, providing a forum where they can meet, and exchange personal and professional experiences. The University also has numerous external stakeholders made up of the **communities in the Veneto region**, and above all in Venice itself, along with the **local firms**, which often become **suppliers** and **partners** in the University's research or teaching projects.

The University also engages in a dialogue with both **Italian and foreign universities** – through thematic networks – as well as with the **non-profit sector** in which numerous local and international activities have been launched.

Ca' Foscari involves **local citizens** by means of events, brings together students and industry, and develops applied research promoting the visibility of the local area both nationally and internationally.

The University also carries out research, consultation and training for third parties, and has built up relationships with numerous **Venetian associations** and **cultural institutions** through agreements and collaborations in the fields of scientific information, learning and research.

Lastly, as part of a multi-stakeholder approach, Ca' Foscari also participates in numerous national and international **networks** that have become tools for an **exchange of best practices** and for growth and innovation.

[Presentazione di Ca' Foscari > Gli stakeholder, p. 17](#)

DIALOGUE WITH STAKEHOLDERS

The involvement of stakeholders takes place through communications on the university website and through its social network accounts, as well as by means of various initiatives and events.

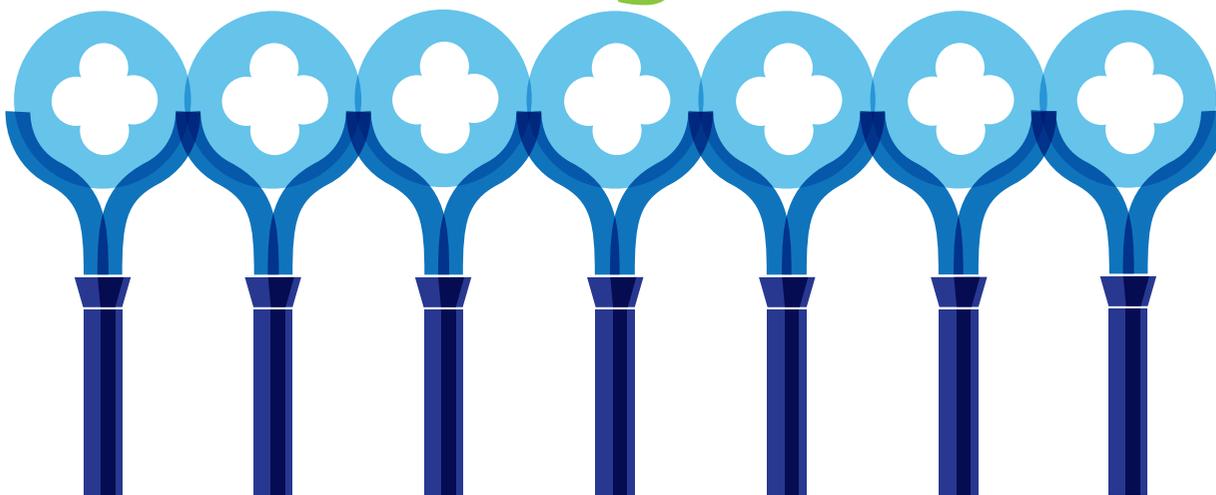
	2014	variation 2013
press releases	381	+13.7%
publications (on print media)	4,200	+7.9%
television broadcasts	74	-17.8%
articles at national level	460	+1.1%
programmes on RadioCafoscari	23	+27.8%
fans on the official Facebook page	22,972	+9.2%
followers on Twitter	10,000	+85.2%

[La comunicazione, p. 207](#)

PANEL OF STAKEHOLDERS

Since 2011, with the aim of increasing the involvement of stakeholders, a **panel** has been organised with the participation of **representatives of the main categories of external stakeholders**. This encounter provides an occasion to discuss sustainability policies, actions undertaken by the University in the past year as well as its future projects, thus promoting a dialogue with our stakeholders on the expectations, approaches and commitments undertaken by Ca' Foscari with regard to these topics.

A value for the territory



University Financial Report

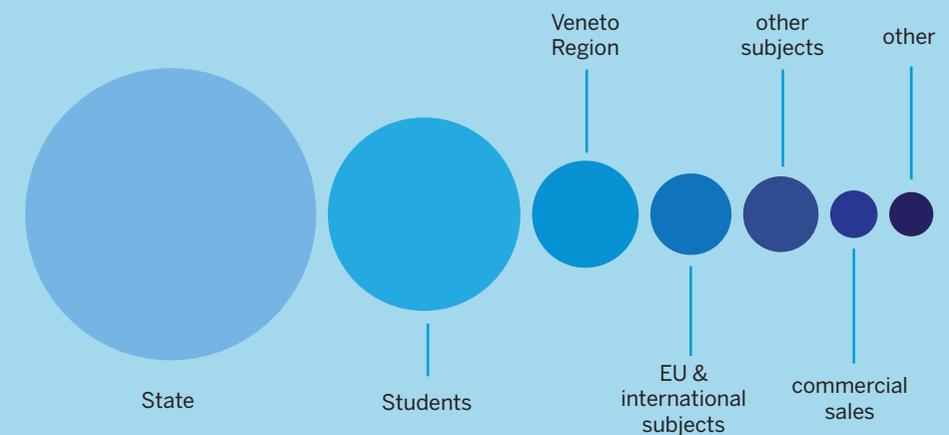
The University is an organisation with an important impact upon stakeholders and upon the local, national and global economic system. In fact, not only does it produce goods and services intended for collective consumption, such as research, teaching and diffusion of know-how, it also redistributes resources and wealth.

The economic data in this document was taken from the 2014 University Financial Report, which shows a negative operating result of **€ 1,805,445**. This loss can be attributed to extraordinary item losses. In fact the difference between income and operating costs is positive and covers this debt.

The 2014 University Financial Report is the first report produced using economic and assets accounting rather than financial accounting.

ECONOMIC VALUE ATTRACTED

	€ (millions)	% of total
student contribution	35.69	24.8%
State contribution	81.62	56.6%
Regional contribution	10.89	7.6%
EU contribution	6.39	4.4%
contributions from other subjects	5.48	3.8%
income for commercial sales	2.15	1.5%
other revenues	1.91	1.3%
TOTAL	144.13	



The economic value resulting from the Public Administration is **€ 92,509,748**; while the economic value received from international bodies is **€ 6,387,368**.

Economic value distributed

The University also distributes wealth, that is, the economic value attracted, both directly and indirectly.

DIRECT DISTRIBUTION OF VALUE

Value is distributed directly through remuneration of all factors of production, specifically:

- > **Staff & Faculty**, that is employees (lecturers, researchers and technical administrative staff) and collaborators, including pre- and post-graduate **recipients of scholarships** (B.A. and M.A. students, PhD students and research fellows);
- > **Suppliers**, through the purchase of goods and services, use of assets to third-parties and other operating expenses;
- > **Loan capital** through interests due for loans and project financing fees;
- > **Public Administration** through the payment of direct and indirect taxes.

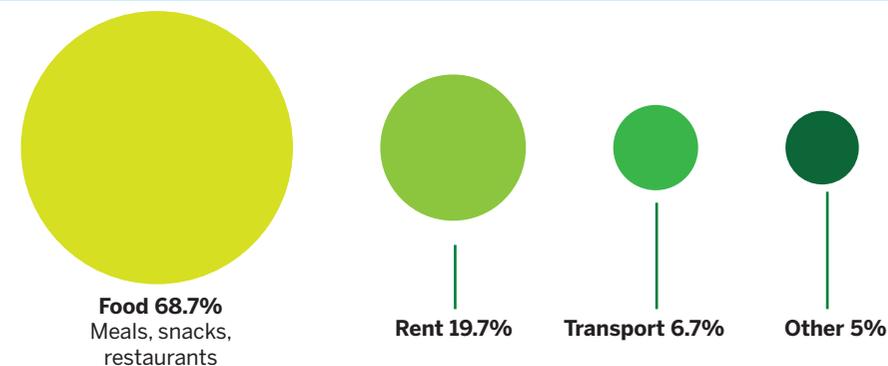
	€ (millions)	% of total
Human Resources	102.53	91.3%
FACULTY	53.46	
MANAGERS AND STAFF	22.46	
TEMPORARY WORKERS	0.51	
PROFESSIONAL AND TEMPORARY ASSIGNEMENTS	0.32	
STUDENTS SUPPORT (SCHOLARSHIPS)	18.97	
FINANCIAL AID FOR STUDENTS	0.98	
RESEARCH AND PUBLISHING ACTIVITIES	4.54	
FINANCIAL TRANSFERS TO PARTNERS	1.29	
suppliers	8.01	7.1%
loan capital	1.19	1.1%
Italian Public Administration	0.61	0.5%
TOTAL	112.34	

INDIRECT DISTRIBUTION OF VALUE

The economic impact of the University can also be measured through the value distributed due to the indirect effect of the presence and activities of the University in the city and at local level. In 2014, **Marcella Lucchetta** and **Giacomo Pasini**, two researchers from the Department of Economics, carried out a research project titled “**L’impatto dei Cafoscarini su Venezia**” (the Impact of Ca’ Foscari upon Venice) with the aim of quantifying how much the Ca’ Foscari community – both staff and students – spend in Venice and how they spend this money. Their project was carried out by means of a sampling survey, which collected **2,851** questionnaires containing over **50 expenditure categories** and details on the mobility and life style of Ca’ Foscari staff and students. Their research showed that every month over **one million euros** in Venice by Ca’ Foscari staff and students, despite the presence of a large percentage of commuters, which diverts a large slice of potential consumption away from the city of Venice. The project also looked at the social and environmental sustainability choices made when purchasing goods and services. It estimated that in 2014 Ca’ Foscari students spent **€ 9,908,608** in Venice while university staff spent **€ 2,746,925**, producing a total of **€ 12,655,533**, or **over one million euros per month**.

This figure includes expenses for rents, food, snacks and drinks in bars and restaurants, tobacconists, cinemas, exhibitions or events, newspapers and books. A large slice of this expenditure is due to **students living away from home in accommodation in Venice**. **10%** of Ca’ Foscari students are PhD students or research fellows who spend more than normal students and are nearly all non-resident students domiciled in Venice. Ca’ Foscari students do not use waterbuses very frequently and do not use the refectory very often (possibly due to individual preferences or quality of service). The project also examined forms of sustainable living: five questions investigated use of tap water, purchase of used footwear and clothing, reuse of plastic bags, purchase of ecological products with environmentally-friendly packaging. The results revealed a certain **environmental awareness on the part of students and staff**, most of whom expressed in interest in themes of sustainability. The most environmentally aware categories were **PhD students, research fellows** and **staff**, however they all tended to compromise between convenience and sustainability by tending to buy their organic or environmentally-friendly products at the supermarket.

AVG. MONTH EXPENDITURE BY CA’ FOSCARI COMMUNITY IN VENICE



The supply chain

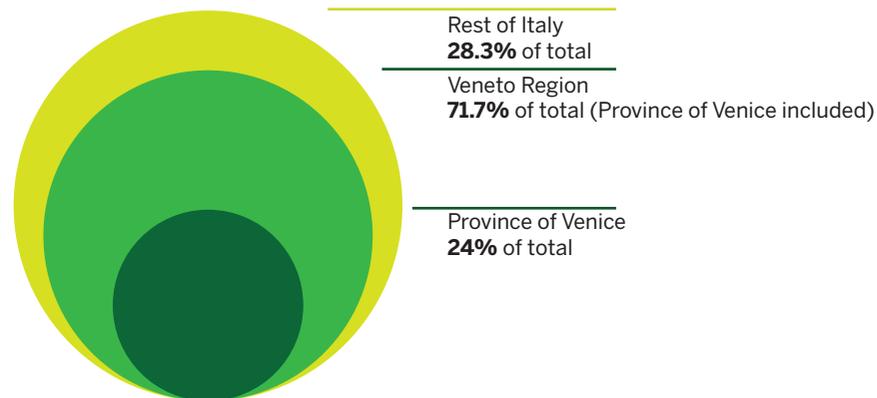
Like all Public Administrations, Ca' Foscari University makes most of its purchases through **Consip** (Authority for Public IT) and **MePA** (Italian Public Administration e-Marketplace) the procurement platform managed by Consip.

Consip is a joint-stock company set up by the Italian Ministry of Economy and Finance as a Central Purchasing Body, which develops innovative purchase procedures and tools (agreements, e-Marketplace, framework agreements) for administrations and companies. Under a series of specific agreements, it provides the single administrations with support throughout the procurement process.

The **Italian Public Administration e-Marketplace**, or MePA, guarantees Public Administrations, transparency and traceability in every step of the procurement process, allowing them to compare products offered by suppliers throughout Italy and giving PAs the opportunity to make requests for quotations.

ORIGIN OF SUPPLIERS

In 2014 the University purchased goods and services in MePA for a total of **€ 1,990,526**. Over 70% of these purchases were made from suppliers in the Veneto region for a total of **€ 1,427,116** and € 477,608 of which was purchased in the province of Venice.



GREEN PURCHASES

In 2015 a specific project was set up to map the green purchases made by the University in 2014, in order to reveal the **restraints and opportunities offered by Green Public Procurement** by using Ca' Foscari's Central Administration as a case study. It is estimated that around **14%** of the purchases of goods and services made by the Central Administration in 2014 in MePA were made in accordance with environmentally-aware criteria.

100% of the energy purchased by the University comes from **renewable sources**.

Green Public Procurement

A process whereby public authorities seek to procure goods, services and works with a reduced environmental impact throughout their life cycle when compared to goods, services and works with the same primary function that would otherwise be procured.

European Commission

AIRPLUS - THE VIRTUAL CREDIT CARD

In September 2014, the University collaborated with Airplus to activate a new system for the **management of staff travelling expenses**. Thanks to the introduction of a virtual credit card University lecturers and administrative staff no longer have to pay for expenses upfront and wait to be reimbursed, and the Administration now has access to more accurate information on travelling expenses making for more effective monitoring and producing economic, environmental and social benefits.

The project began in **January 2014** using the **Department of Asian and North African Studies** as a pilot structure because of the numerous intercontinental trips carried out by the faculty for research purposes.

In **September 2014** the system was extended to all 16 university structures.

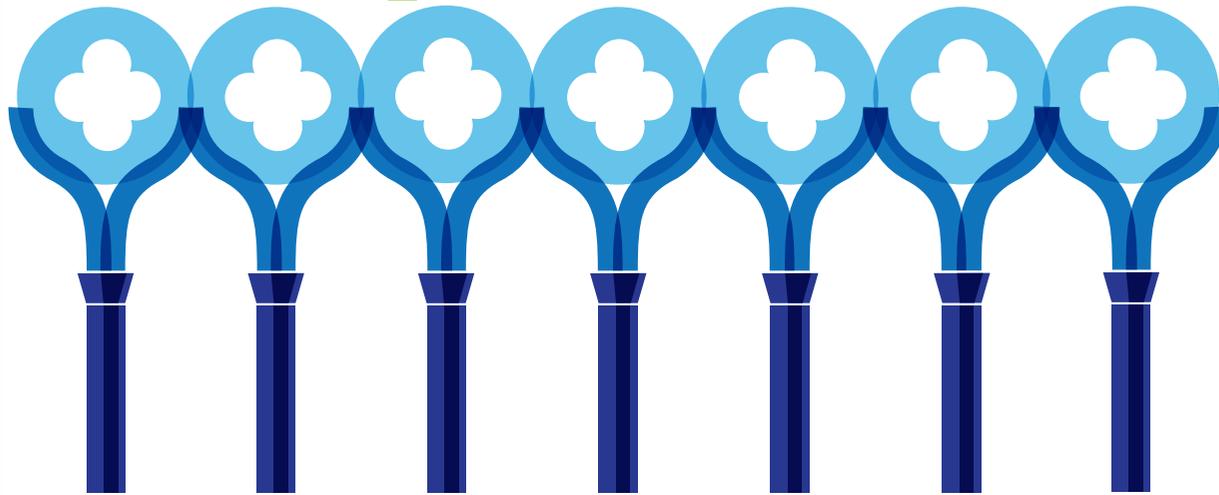
The Airplus virtual credit card was integrated with the IT application already present in the Personal Area of the University website **allowing staff to manage all phases of their transfer**: authorisation, issue of a virtual credit card in their name, and reporting of expenses paid for using the card, which are listed in their personal area on a daily basis.

The new system has made it possible to improve in-house processes and increase user satisfaction, leading to a series of significant benefits in economic, social and environmental terms:

- > **no need for cash advances** or expenses upfront by users (leading to difficulties for PhD students and research fellows in particular);
- > allows faculty and other staff to **manage transfers by themselves**;
- > **simplified expense-reporting system** for transfer staff;
- > more effective and accurate **monitoring** of transfers by administration;
- > automatic and prompt **payment** of suppliers;
- > **clear, swift, transparent** and **effective accounting system** leading to a considerable reduction in the time needed to manage each transfer record;
- > **totally safe** transactions;
- > **full integration** with previous transfer request procedure;
- > **digital billing statements**.

Moreover, the use of the AirPlus system provides the University with more accurate data on the distances and means of transport used by each user for transfers and travel, essential for the **calculation of the University's carbon footprint**. In the future, this information will also be made available to users, providing them with suggestions, where possible, of **alternative forms of travel with a lower impact**.

A diffused campus



Comfort of classrooms, laboratories and study areas

Students' satisfaction **2.79** out of 4 **+1.8%** compared to 2013

Every year all students (with the exception of freshers who have not yet had the opportunity to use the University's services) are asked to fill in a survey on teaching activities, services, University premises and functions intended to provide a broad overview of student feedback.

As from 2011/12, this questionnaire, like all the University's questionnaires, is no longer on paper but can be compiled online in the Personal Areas on the University website, which ensures considerable savings in terms of paper on the one hand, and also ensures that feedback can be obtained from "unsatisfied" students not attending classes.

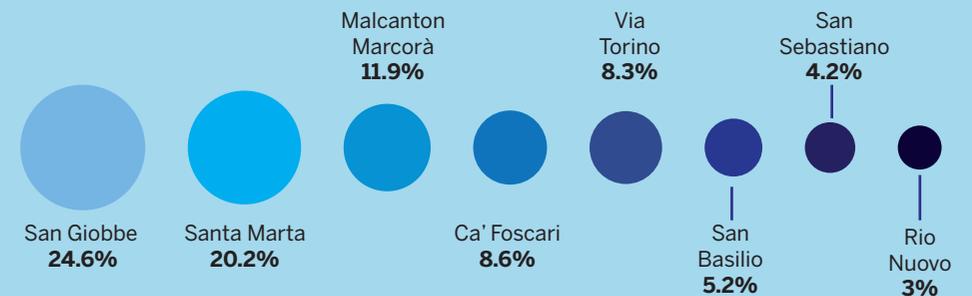
VALUE OF REAL ESTATE at 31/12/2014

	€ (millions)
land and buildings	62.66
equipment and plants	2.53
scientific equipment	3.87
fixtures and furnishing	2.75

CONSUMPTION

	2014	variation 2013
energy	7,697,898 kWh	-6.2%
gas	617,493 Sm ³	-32.2%
water	78,838 m ³	+2.1%

MAIN SITES BY ENERGY CONSUMPTION



84% of energy consumption is produced by the **8 main University sites**, which also have the largest surface areas. The data concerns 2014, when the new Scientific Campus in Via Torino was not yet fully operative and the Santa Marta campus was still being used for scientific activities.

Building work

BUILDINGS

The Scientific Campus in via Torino, Mestre: the new headquarters of the University's Scientific Campus were inaugurated in September 2014, providing an important occasion for the relaunch and development of the town of Mestre. From the very start, this project was intended to create a modern university campus open to the local community.

Many features were designed to meet environmental sustainability criteria: the **façade** cladding alternating aluminium and zinc-titanium with stone and ventilated external wall insulation system; the 20-kw **solar system** installed on the roof of the Beta building; solar screens on all glazed facades; heat recovery ventilation in all buildings as well as rainwater harvesting tanks with a total storage capacity of around 400 m³ that can be used for irrigation.

Renovation and structural remodelling of the ex Macello and Mulini Passuello sites and adjacencies at S. Giobbe: in 2014 the structures, roofs and most of the plants were completed for all buildings. The new complex was completed and inaugurated on 16/10/2015. The new expanded campus is now over 19,000 m² and has made it possible to bring the entire economics area together in a single site, extending the areas occupied by the departments and the Economics Area library.

Retrofit of Ca' Dolfin: work was completed in September 2014, and following several years of closure, the historic building is once more being used for University activities. The Aula Magna Silvio Trentin has been included in the Ca' Foscari Tour due to its considerable historical and artistic interest.

ONGOING WORKS

Via Torino - Epsilon building: the transfer of the land surface license for part of the Via Torino area to the Venetian Chamber of Commerce brought in **€ 7,800,000**, which will finance the construction of the Epsilon building. This will house the activities temporarily moved to the INCA laboratories and the VEGA technological park along with the Ciset activities.

Calle dei Guardiani – building for residential use: in 2014, a consortium of building cooperatives and a cooperative society expressed interest in the building, which had previously been put up for sale by the university. In early 2015, the University decided to transfer the building by means of a public competition, including in the call the possibility of pre-emption by the current occupants.

Student housing: in 2015 the University will be involved in procedures linked to the development of 3 halls of residence illustrated on the facing page.

☰ Interventi edilizi, p. 196

Student housing

As part of the University's environmental, social and economic sustainability commitments, it has planned and approved the development of **3 projects** to increase **student housing in Venice**.

These halls of residence are intended to improve the **integration** of the student community into the urban fabric, to **regenerate** and **enhance neighbourhoods with a high potential**, and facilitate **student mobility**, as well as ensuring that Ca' Foscari plays an active role in the growth and social commitment for the city.

Halls of residence	beds	total expenditure € (millions)	from MIUR	from the University
San Giobbe	229	25.86	88.2%	11.8%
Santa Marta	604	43.36	10.1%	89.9%
Via Torino	141	9.57	46.9%	53.1%
TOTAL	974	78.79	40.2%	59.8%

SAN GIOBBE - 26,416 m²

- > **Outdoor green space** used as botanical garden/learning area;
- > Use of traditional **materials** typical of the original structures and ensuring energy saving (A and B class), guaranteeing durability and low running and maintenance costs;
- > Feasibility checks on roofs with **solar thermal panels**;
- > **Rainwater** harvesting system;
- > Advanced **waste disposal plant**.

SANTA MARTA - 60,856 m²

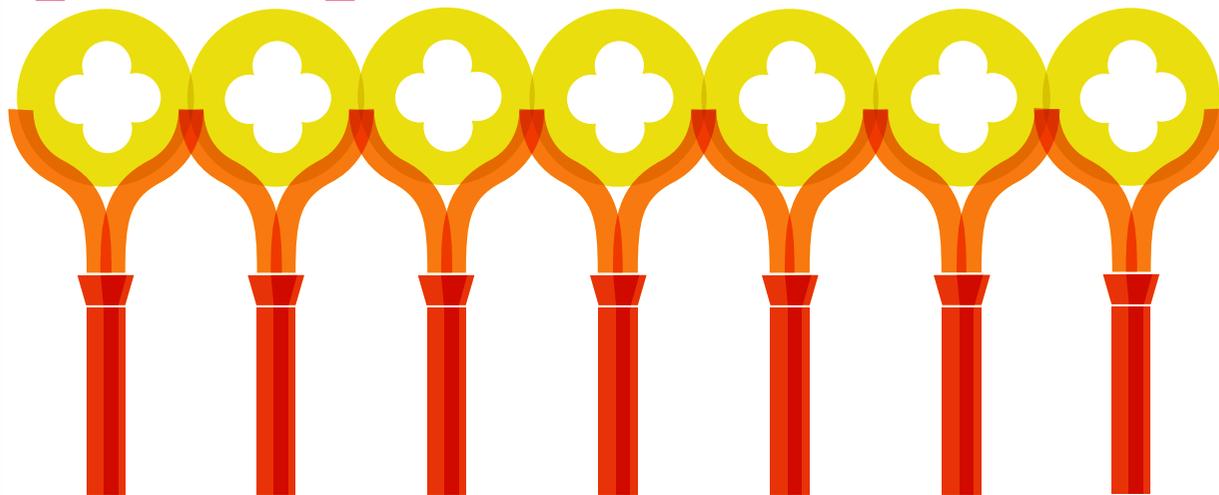
- > Financed by means of **Private-Public Partnership** through transfer of land surface license for a duration of 25 to 75 years;
- > Solutions for **energy accounting** and **reduction of consumption**;
- > Percentage of subsidised accommodation (**DSU – Financial Aid and Social Housing rents**);
- > Use of materials with **ecologically-sustainable life cycle** according to criteria of maximum durability, minimum maintenance, availability and replaceability.

VIA TORINO - 22,000 m²

- > Adoption of a **centralised lighting system** regulated according to levels of external light;
- > Roof with **solar thermal system** helping to cover building's energy needs.



A University made of people



FULL PROFESSORS: 127



ASSOCIATE PROFESSORS: 182



RESEARCHERS: 152



FIXED-TERM RESEARCHERS: 44



TECHNICAL AND ADMINISTRATIVE STAFF: 504



FIXED-TERM TECH. AND ADMIN. STAFF: 71



LANGUAGE TEACHING ASSISTANTS: 82



EXTERNAL TEMPORARY WORKERS: 51



GOVERNANCE



Managers: 5



Temporary managers: 2



Vice Provosts: 6



Delegates: 17



Senate: 22



Board of Governors: 11

Organisational wellbeing

In 2014 Ca' Foscari carried out a survey on organisational wellbeing (Art. 14 c. 5 of Italian legislative decree of 27/10/09 no. 150), which was compiled by 63.01% of its employees who revealed their awareness of an involvement in the topics examined.

Most employees expressed a positive opinion on organisational wellbeing (**4.06 out of 5**) and on senior staff (**3.62 out of 5**), but were critical about the assessment system adopted (**3.18 out of 5**).

Several employees reported problems with the fairness of the Administration, possibilities of promotion, the work context, and the organisation, performance and functioning of the system. Employees were very positive about the university's approach to discrimination.

Employee wellbeing

SPECIAL AGREEMENTS FOR STAFF & FACULTY

In 2014 agreements with a number of the preschool facilities and summer activity centres were **extended to all members of the University**, including PhD students and research fellows. As far as **commuting** to work is concerned, Ca' Foscari is involved in various initiatives promoted by the Area Mobility Manager and intended to encourage use of local public transport such as the purchase of annual travel passes for employees, which are deducted from their monthly salaries.

Following the expansion of the new Scientific Campus, AVM (the Venetian public transport company) reserved a sector of the **bicycle park** next to the Mestre railway station for university staff, providing them with a secure and weather-protected place to store their bicycles. The University has also drawn up an agreement with Il Cerchio, a social cooperative, for the provision of bicycle repair and maintenance services. To enhance the potential and promote the wellbeing and health of the members of its community, the University has also drawn up a series of **agreements with external structures**, involving medical centres, clinical laboratories, associations and cooperatives offering various services related to health care such as testing, diagnostic procedures, specialist visits, and health education programmes intended to foster prevention. Other initiatives launched in the field of wellness include agreements with a private health clinic (**Associazione Italiana Educazione Demografica - Consultorio Familiare Privato**) and the **Iside social cooperative** providing support for victims of violence and abuse. Iside also offers individual psychological support, free legal advice and support groups. The University's Confidential Counselor or CUG contact will get in touch with the cooperative's operators who will organise an initial meeting at the university premises to make facilitate matters for the person concerned.

[Personale > Convenzioni per il personale](#)

THE EQUAL OPPORTUNITIES, EMPLOYEE WELLNESS AND ANTI-DISCRIMINATION COMMITTEE

The Committee promotes various initiatives intended to ensure **equal opportunities**, puts in place safeguards to **prevent discrimination** on the basis of gender and/or sexual orientation, and provides support to victims of abuse. It is also intended to **prevent mobbing** taking place in the University.

[Ateneo > Organizzazione > Organi di governo](#)

CONFIDENTIAL COUNSELLOR

In 2010, a **Confidential Counsellor** was appointed to help prevent all forms of abuse. The Counsellor supplies free advice and support to members of the Ca' Foscari community who have experienced discrimination, abuse, injury to their dignity, or mobbing.

[Ateneo > Organizzazione > Organi di governo > Comitato Unico di Garanzia](#)

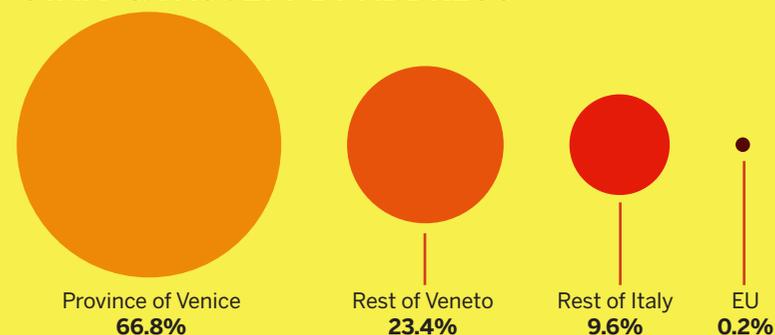
Staff training

The University provides staff training to support the professional growth of its employees, the development of competencies offered, the quality of performance and services supplied as well as to extend its organisational culture. Training has become an increasingly important activity for public organisations. In early 2014 a number of **training projects funded by the Veneto Region** and launched the previous year were completed. Each training initiative is followed by a **survey to assess the satisfaction** of those who participated. Since 2014 this survey was recreated in digital form.

	2014	variation 2013
training hours	11,547	+1.3%
people trained	326	-41.6%
user satisfaction	3.23 out of 4	n.a.

[Relazione sulla Performance dell'Amministrazione > Il Personale > La formazione del personale, p. 131](#)

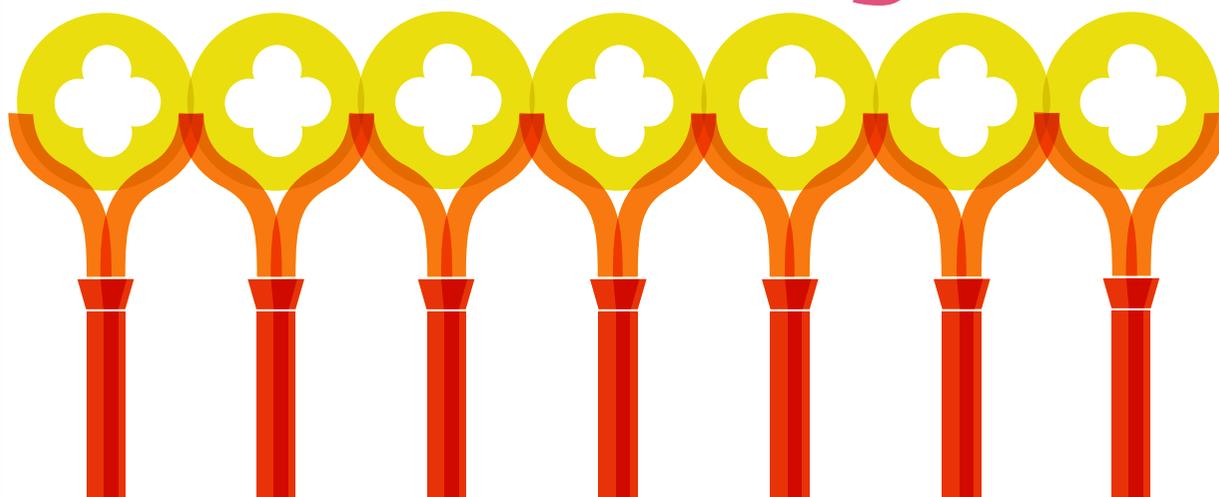
STAFF & FACULTY BY ADDRESS



TECHNICAL ADMINISTRATIVE STAFF

	2014	variation 2013
part-time staff	61	+6.9%
teleworking contracts	27	-15.6%
hours of telework	21,264	-2%
staff hired	13	-31.6%
staff leaving	5	-50%
turnover rate	3.54%	-2.2%

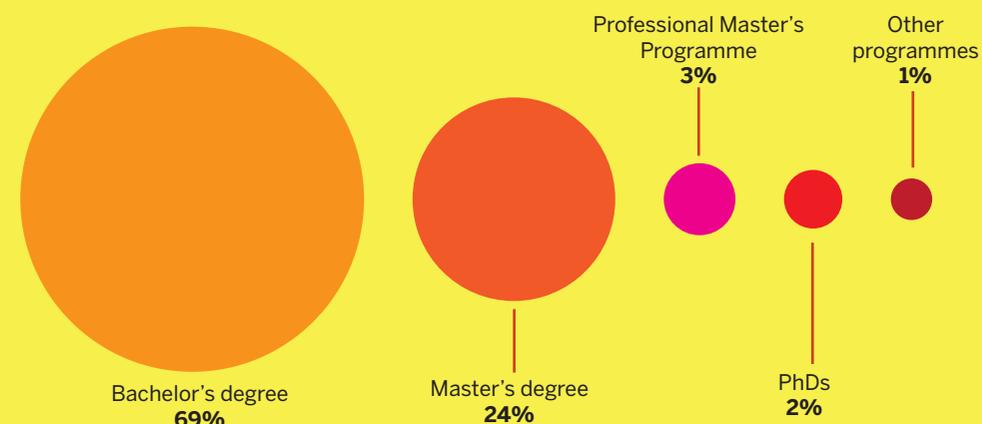
An inclusive community



STUDENTS BY ORIGIN

	2014
Province of Venice	5,772
Veneto	16,159
Italy	21,020
European Union (except Italy)	151
extra-EU	203
TOTAL	21,373

STUDENTS BY PROGRAMME



FIRST-CYCLE GRADUATES: 2,748



SECOND-CYCLE GRADUATES: 1,592



= 200

Student satisfaction

assessment of services	2.89 out of 4	+1.8% compared to 2013
workload, lecture times, exam schedule	2.70 out of 4	+2.3% compared to 2013
information on study programmes	2.86 out of 4	+1.4% compared to 2013

Every year the university carries out surveys to obtain feedback on students' satisfaction with learning activities and services, as well as with the university facilities (results are shown on p. 20).

Financial Aid for students

The University has launched a wide range of different initiatives to facilitate students' access to further education and provide them with various forms of support, including financial aid, in continuing their studies.

In order to guarantee that students can effectively exercise their constitutionally guaranteed right to education, the university offers various forms of support including financial aid.

	2014	variation 2013
scholarships and other forms of support for studies	€ 23,803,337	+30.5%
recipients of scholarships and student loans	2,472	+24.6%

REGIONAL SCHOLARSHIPS

Italian Law no. 390/1991 and Italian Legislative Decree no. 68 of 29 March 2012 establish that these scholarships take the form of financial aid intended to help **cover students' living costs**. They are awarded to students meeting the income and merit requirements laid down by the call for applications. The total amount paid out for a.y. 2013/14 was **€ 7,129,500**, allowing scholarships to be awarded to all eligible applicants.

REDUCTION OF TUITION FEES

Depending on the financial situation of their families (documented by certification of ISEE - indicator of equivalent economic situation) students may be entitled to a reduction of tuition fees, calculated by combining income with merit. There are 8 different categories of subsidy.

STUDENT COLLABORATION (150 HOURS OF PAID INTERNSHIPS)

In 2014 the university offered a total of **250** non-specific collaborations (150 hours) for a total amount of approximately **€ 283,750**, and **134** specific collaborations, for a total amount of approximately **€ 195,660**. In order to be eligible for specific collaborations, students must meet the **merit requirements** laid down in the call for applications; in the case of students with equal merit, preference will be given to students with greater **financial need** documented by the ISEE certification submitted.

STUDENT LOANS

This type of support takes the form of loans granted to students under **particularly favourable conditions**: they are a financial instrument allowing students to take responsibility and plan their future with greater independence and freedom. Student loans offer an additional opportunity to **meet the costs of a university education**, even at post-graduate level (master's and PhD programmes).

SUBSIDIES FOR INTERNATIONAL STUDENTS AND FOR REFUGEES

In a.y. 2013/14 **20 subsidies**, each consisting of a **€ 2,000 reduction** of the annual tuition fees, were paid out to **international students** who had completed the assessment procedure to formalise their matriculation on one of the University study programmes and who met the **merit requirements** laid down. **Three subsidies** were also awarded for the enrolment of international students belonging to the category of **refugee** or **in need of international protection**, exempting them from the university tuition fees. Following an agreement with the Italian Ministry of Foreign Affairs, **eight scholarships** were awarded to foreign citizens (and Italians resident abroad) to allow them to spend a period in Italy, carrying out studies, research or specialist training. The total amount earmarked was **€ 33,541**.

SCHOLARSHIPS AND AWARDS MANAGED BY CENTRAL ADMINISTRATION

This category of scholarships is intended to **foster excellence** in various fields of study and support access to university education by capable and deserving students. In AY 2013/14 **6 mobility scholarships** were paid out to students enrolling on the University's degree courses for the first time that year who came from other Italian regions, selected on the basis of a national competition organised under Italian Law of 9 August 2013, No. 98. The total amount of scholarships earmarked was **€ 29,838**.

INITIATIVES FOR PART-TIME STUDENTS

Anyone unable to study full-time due to work, ill-health or the need to care for non-self-sufficient family members can request the **status of part-time student** when enrolling at Ca' Foscari (with the exception of courses excluding this possibility).

TUTORING SERVICE

The Tutoring Service is designed to support students throughout their university education, meeting their **needs for guidance, information, and active participation** in a range of university initiatives. The aim is to help improve the quality of learning, thus contributing to **reducing the drop-out rate**, the average length of studies and the numbers of students completing their studies after the prescribed time. The tutoring service deals with two main areas: **information** and **specialist** services. The specialist tutoring service is offered by capable and deserving **students** enrolled in second-cycle degree or PhD programmes, and involves providing course-specific, additional, preparatory as well as remedial tutorships, guidance in choosing courses, as well as initiatives for international students.

☰ Le attività di didattica e formazione > I Servizi agli studenti, p. 56

Services for students with disabilities

DISABILITY SERVICE

The **Disability Service** was introduced under Italian Law 17/1999 (integrating and amending Framework Law 104/1992), which requires universities to appoint a professor as **Rector's Delegate** and to set up services providing students with disabilities with support for their studies and in participating in university life. The Service also provides support to students with specific learning disabilities (SpLDs) under Italian Law 170/2010 which recognises dyslexia, dysgraphia, dysorthography, and dyscalculia as SpLDs. The Disability Representative is responsible for coordinating, monitoring and providing support for all initiatives ensuring the full participation of students with disabilities in university activities. The Disability Service organises and supervises services for students with disabilities and with SpLDs enrolled in the University in accordance with available resources. These initiatives are carried out to foster the independence of students and ensure that they can participate fully in university life. In 2014, the service increased the range of activities and services to support both students with disabilities and SpLDs at university, seeking to remove possible obstacles and favouring their autonomous development. It also promoted awareness-raising in the social context concerned. Over the year, **27 tutorships** were set up to provide support to students with disabilities, and for the first time a **tutorship contract** was set up **specifically aimed at students with SpLDs**, which supplied information on enrolment and provided support for the organisation of two specific training days for students with SpLDs. In fact, three seminars were held from February to November 2014 under the heading "**Opportunities and accessibility, from technologies to methodologies**"; the seminars were open to both students with SpLDs and teachers (from both higher and further education institutes) and were intended to examine strategies and tools supporting effective learning at university level, while dedicating particular attention to the learning of foreign languages. In 2014 there was also an increase in the number of specialist tutors (**34**) providing students with disabilities and SpLDs with support for their studies. **52** students made use of these tutorships.

☰ | Servizi agli studenti > Il servizio a favore degli studenti con disabilità e DSA, p. 66

STUDENTS WITH DISABILITIES EQUAL OR MORE THAN 66% AND SpLDs

	2014
Economics Area	31
Linguistics Area	28
Scientific Area	17
Humanities Area	62
TOTAL	138

Bringing together University and World of Work

PLACEMENT SERVICE

The **Placement Service** is intended to support graduating and newly graduated students with support in finding work both in Italy and abroad. It does so by supplying students with **strategies** allowing them to identify their personal and professional objectives, helping them to **analyse their skills, motivations and competences** in order to draw up a professional project in line with their studies and with the developments in the professional world. The Placement service also organises a wide variety of **workshops** and **seminars** providing career guidance on various themes, as well as events and projects intended to bring together the University and the world of work. As far as employment is concerned, Ca' Foscari enjoys a better success rate than the Italian average: according to the most recent **Almalaurea** survey the Ca' Foscari employment rate is **5 points higher** than the employment rates of other universities, both in the short and in the medium term. The quality of teaching, cross-disciplinary competences and the Placement Service initiatives, both during and after their studies, gives Ca' Foscari graduates the opportunity to work in professional contexts all over the world.

Almalaurea survey	2012		2013		2014	
GRADUATES (one year after)	% UCF	% others	% UCF	% others	% UCF	% others
working	55.5	47.8	52.2	44.4	50.8	44.1
not working and not seeking work	23.7	25.5	26.5	26.7	28.9	27
not working but seeking work	20.8	26.8	21.3	29	20.3	28.9
not working or seeking working, participating in a university course or traineeship	20	22.2	22.3	23	23.1	22.4

IN WORK 1 YEAR AFTER GRADUATING - FIRST-CYCLE DEGREE PROGRAMME

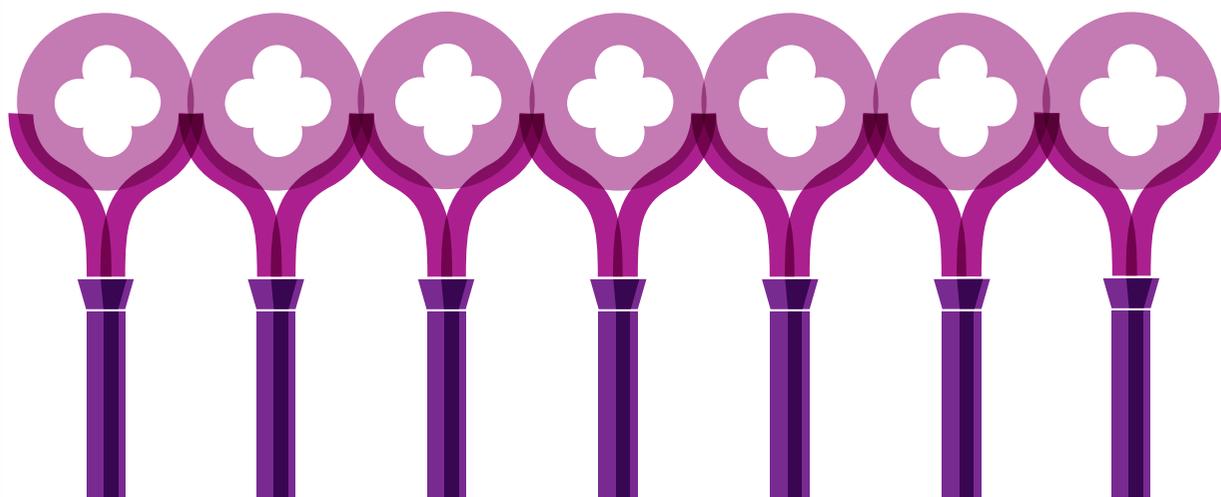
45% of those graduating from a first-cycle degree programme at Ca' Foscari in 2013 is in work (the national average is 40%); however, we should remember that **only 11%** of graduates immediately begin seeking work because the majority continues their studies.

IN WORK 1 YEAR AFTER GRADUATING - SECOND-CYCLE DEGREE PROGRAMME

Employment prospects improve further one year after graduating from a second-cycle degree programme: **61%** of those graduating from a second-cycle degree programme at Ca' Foscari in 2013 in work (the national average is 54%). **75%** of those in work have a fixed-term contract while **25% of graduates** have a permanent job.

☰ | Servizi agli studenti > Il servizio Placement, p. 69

An education for the future



G4 8

An innovative course offer

Ca' Foscari provides innovative inter-disciplinary study paths, courses taught in English and joint diplomas in agreement with international universities.

Its offer features outstanding study programmes addressing matters related to sustainability including international relations and policies, humanistic and social studies, climate change, nanotechnologies and nanomaterials.

In recent years it has also developed several e-learning tools. In 2014, the **MOOC – Massive Open Online Courses** project was developed and tested to provide free courses to all users – both Ca' Foscari students and outside users – registering on the project website **ok.unive.it**. Online learning activities were launched in early 2015.

 Didattica e servizi > Altre opportunità formative > Didattica on line

DEGREE PROGRAMMES ON SUSTAINABILITY a.y. 2013/14

Bachelor's degree programmes

Sustainable Chemistry and Technology
Environmental Sciences
Sciences of Society and Social Service

Master's degree programmes

Language Sciences
Sustainable Chemistry and Technology
Environmental Sciences
Work, Social Citizenship, Interculturality

1st level Professional Master's programmes

Science and Techniques of Prevention and Safety
Immigration: Migratory phenomena and social change
Ethical management
Environmental and Land Law

2nd level Professional Master's programmes

Family policies: research and training for governance

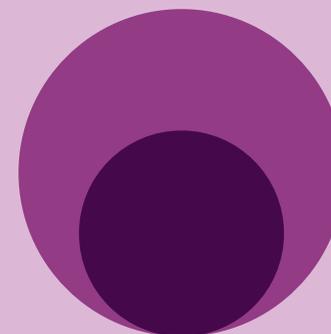
PhD programmes

Science and Management of Climate Change
Environmental Sciences

Joint Degrees

Sustainable Development

COURSES WITH SUSTAINABLE CONTENT



ECT of sustainability
33.8% out of 13,203 ECT total

Sustainability Competencies

Sustainability Competencies is a project launched by Sustainable Ca' Foscari in 2012 that aims to include sustainability as a subject in its own right in the various study paths undertaken by Ca' Foscari students.

The project, developed in collaboration with the various Departments and Schools of the University, provides for voluntary activities to be included in students' study plans and assessed by the referent professor that will allow students to acquire **1 extracurricular ECT**.

The activities offered can be suggested by students or their professors and may vary in nature: from bibliographic or field research to participation in seminars and workshops or involvement in practical creative activities. The project has attracted many students keen to participate by carrying out research and projects with innovative interdisciplinary approaches.

Graduates obtaining sustainability competencies are awarded a **certificate** printed on **Shiro Alga Carta** produced and donated by Favini srl made from algal bloom from various lagoons at risk combined with FSC fibres.

2014

students who included sustainable competencies within their course of studies	3,824
students who took the sustainable competencies exam	45
graduates who gained the sustainable competencies	31

www.unive.it/sotenibile > Didattica & Ricerca - www.unive.it/sustainability > Teaching & Research

Below is a selection of four projects carried out by Ca' Foscari students that aroused considerable interest.

EVENT SUSTAINABILITY. ISO 20121 CERTIFICATION

Djamila Baroni – Prof. Guido Massimiliano Mantovani

The research study defined the criteria that allow an event to be classified as sustainable, on the basis of the applicable legislation and the ISO 20121 certification guaranteeing that events have effective sustainability policies. After considering the potential and limits of certification for events organisers, various possible applications were presented for the Ca' Foscari Treviso campus.

ECORNATURASI

Marco Tarzia – Prof. Chiara Mio

This research study analysed the evolution of the organic supermarket chain EcorNaturaSi, its history, the company's key strategies and the various strengths and weakness that emerged.

EcorNaturaSi was the result of the merger of two businesses which came together to create a single company giving equal importance to all three pillars of sustainability: environmental, economic and social. Its sustainable approach is closely linked to the corporate mission, which is to distribute organic and biodynamic products that not only contribute to improving people's health, but also the wellbeing of the earth and the environment in general so as to combine economy with ecology.

INTERVIEW WITH THE GENERAL MANAGER OF VERITAS, ANDREA RAZZINI

Alvise Giovannini e Alberto Nordio – Prof. Chiara Mio

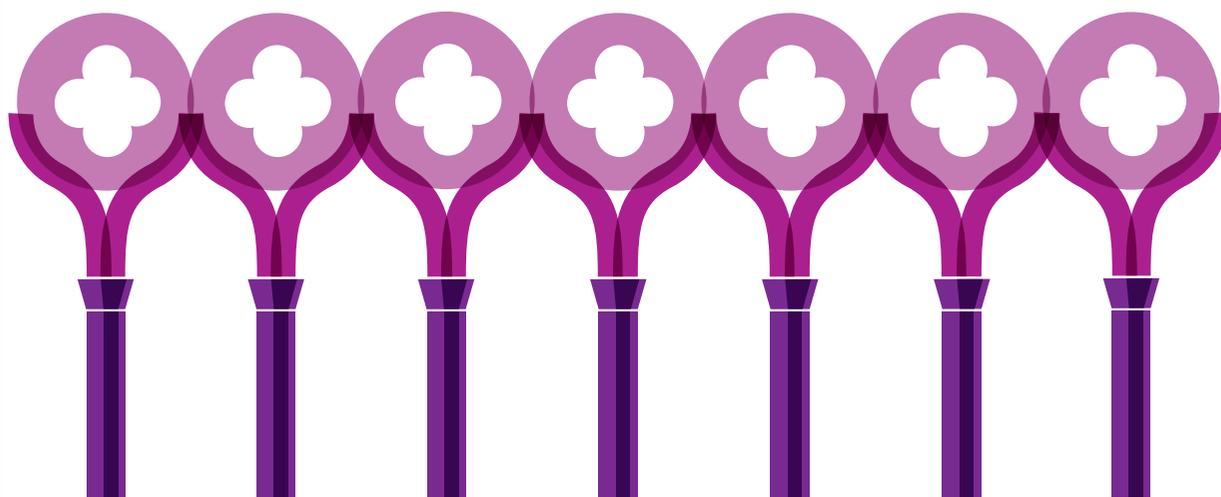
Creation of a video-interview with the General Manager of Veritas, Andrea Razzini. Presentation of the company history, of what makes it stand out from its competitors in Italy in terms of environmental, social and economic responsibility, its pursuit of sustainability, the costs that it bears to limit its environmental impact, the communication tools that the company uses to communicate the results attained and its future commitments to its stakeholders.

FASHION AND SUSTAINABILITY

Elisa Giordano – Prof. Marina Magrini

The study examined the relationship between fashion and sustainability, focussing in particular on the clothing sector and the environmental and social sustainability practices involved in the production, distribution and consumption process. The two areas were analysed from an inter-disciplinary perspective, showcasing academic contributions and presenting a case study on the Swedish company H&M and the policies implemented in recent years in the fields of environmental and social sustainability.

A research for innovation



SPIN-OFFS SET UP IN 2014

Bluefarm

Bluefarm offers consultation in environmental and chemical-environmental sectors, in the fields of applied ecology, optimisation of aquafarming practices, environmental and management field data collection, and development of mathematical models. It deals with the industrial production and commercialisation of animals and plants produced through aquafarming.

www.bluefarmenvironment.com

Anteo

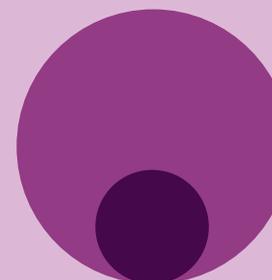
Anteo transfers the competences developed within the University with regard to environmental, social and economic sustainability to the world of industry. This spin-off was the natural continuation of the Master Programme in Environmental Sustainability and Carbon Management, and sees Ca' Foscari providing a centre of excellence for interdisciplinary studies into the economy, environment and society. Anteo will supply specialist services and new measurement and analysis tools that make it possible to identify actions and generate impacts of interest to businesses, public administrations and associations.

www.anteo.to

Crossing

This spin-off is intended to supply support services to companies interested in the large-scale industrial production of organic compounds known as cross-linking agents, an innovative class of molecules that are little used today because not readily available and expensive but that are potentially applicable in a variety of sectors.

FUNDS DEDICATED TO RESEARCH ON SUSTAINABILITY



research projects on sustainability
17.2% out of € 7,843,142

G4 8 University research

Research is one of the primary activities of the University, as is clearly stated in Article One of the Ca' Foscari statute: "The Ca' Foscari University of Venice [...] is a public institution that is the primary seat of free scientific research and further education. [...]".

Research activity is carried out by lecturers and researchers working in research groups that also include research fellows, PhD students, laboratory technicians and other staff, with the constant support of linguistic expert collaborators (CEL) and technical-admin staff.

Research is funded by earmarked internal funds and by attracting external financing, from both Italy and abroad, thanks to Ca' Foscari's participation in calls for research. The University also conducts commissioned research bringing revenue through activities carried out on behalf of third parties.

Research projects on sustainability

Over the years, an increasing number of Ca' Foscari research projects have focused on **issues of economic, environmental or social sustainability**, often ending up by involving all three aspects.

Below is a selection of four Ca' Foscari research projects – one for each area of research within the University – that have aroused great interest because of their topics and because of the fallout for the local area and community.

www.unive.it/infoscari > Focus

CSR AS A STRATEGIC FACTOR FOR CORPORATE PERFORMANCE

Marco Fasan, a researcher at Ca' Foscari's Department of Management, together with Dhananjay Nanda from the University of Miami, and John Manuel Barrios from the University of Chicago, has carried out a study into the impact of **CSR (Corporate Social Responsibility)** upon the turnover of CEOs, using a sample group of American companies. The researchers sought to find out whether there was a correlation between CSR activities and the chances of CEOs being fired in the event of the company's negative financial performance. The study showed that socially responsible companies are more critical in their assessment of the financial performance of their CEOs, who do have a greater chance of being fired in the event of negative financial results.

This empirical evidence is extremely important because it makes it possible to **interpret CSR as an investment** in line with shareholders' preferences rather than as a cost. Every year an increasing number of companies decide to invest in CSR, but their choice is not always inspired by the same reasons: on the one hand, there are those who believe that CSR is a cost that only benefits the reputation of corporate management; on the other, there are those who believe that CSR has a positive impact upon the financial performance of the company concerned and that it is therefore in line with shareholders' preferences.

Using innovative methodology, the study supports the latter interpretation and helps to throw more light on the nature of CSR.

The study was presented in a paper titled "**Is Corporate Social Responsibility an Agency Problem? Evidence from CEO Turnovers**", which received the award of the **American Accounting Association** (Management Accounting Section) for the best publication presented at the association's annual meeting.

SCHOOLS AND AWARENESS OF HIV/AIDS AMONG ITALIAN ADOLESCENTS

The "**Cosa ne sai?**" (**What do you know?**) project conducted by **Alessandro Battistella** and by the Social Research Laboratory of the Department of Philosophy and Cultural Heritage of Ca' Foscari, with Prof. **Fabio Perocco** as scientific referee, aims to find out how well-informed Italian adolescents are about HIV and AIDS, and how much they know about viruses, illness and prevention.

The project, which was **carried out on behalf of and financed by the Italian Ministry of Health**, involved **over 6,000 students from high schools** in the Veneto, Lombardy, Emilia Romagna, Tuscany, Campania and Sicily. These six regions were chosen on the basis of three criteria: the epidemiological relevance of the disease, the differences in the organisation of the health and welfare service, and how representative they were of the domestic situation overall.

The results revealed that adolescents aged from 14 to 18 were **ill-informed** about the causes of infection and methods of prevention. The worst gaps concerned the '**window period**' between exposure to HIV infection and the moment that the test will give an accurate result, and the '**period of incubation**' with the vast majority of respondents replying "Don't know". 20% of the survey participants believed that the HIV test showed whether the person tested was genetically vulnerable to AIDS, while 16.8% thought that HIV-positive individuals did not risk infecting friends or acquaintances provided "they were careful to avoid kissing or getting too close to them"; as the NPS patients' association points out, this means that people are **not yet prejudiced about those who are HIV-positive**.

The study used an **action research method**. In fact, the survey was followed by a lesson on various aspects linked to HIV and AIDS, which aroused great interest among students, showing that school is still their **preferred channel for information** on AIDS and STDS, even if the Internet is their main daily information tool. According to ministerial data, every year **4,000 people** are diagnosed as HIV-positive, with a drop in infections caused by drug use and a **rise in sexual transmission of HIV**. Ensuring that adolescents are well-informed and aware of HIV plays a key role in drastically reducing new cases of HIV.

The results also revealed differences from region to region with regard to sources of information: in the Veneto and Tuscany, the **family doctor** is the most important source of information after schools (27-28%), while in Sicily and Campania **television** (20-19%) follows schools (37-35%). Adolescents in the Veneto (17%) are two and a half times more likely than adolescents in Sicily (7%) to choose **sexual abstinence** as an alternative method of prevention to condoms.

The survey also involved **952** people representative of the general Italian population and **215** immigrants from 53 countries all over the world as well as **165** people from the LGBT community. All these groups revealed **gaps in knowledge** about the virus, transmission, and sexual behaviour that can increase the risk of infection.

PLANT RESTORATION IN THE VENETIAN LAGOON

“**SeResto - (Habitat 1150*, Coastal lagoon) recovery by SEagrass RESTOration. A new strategic approach to meet HD & WFD objectives**” is a project conducted by the Department of Environmental Sciences, Informatics and Statistics coordinated by Prof. **Adriano Sfriso**. The project is intended to contribute to the recovery and safeguarding of the habitat of the northern part of the Venetian lagoon, repopulating it with **Spermatophyta**, aquatic plants that play a role in re-establishing the biodiversity of the fragile lagoon system. Unlike Macroalgae, thanks to a root depth of up to 30 cm, these plants help **compact the lagoon bed**, preventing erosion and ensuring clear water, and **permanently capturing high levels of CO²**. In addition, meadows of Spermatophyta also provide **macrofauna** with food and refuge from predators, and are also visited by **large numbers of bird species** who come there to graze. Between the 1960s and the 1990s, the volume of these plants dropped drastically due to two main factors:

- 1) **an increase in eutrophication processes**, which led to an increase in several nutrients (nitrogen and phosphorus in particular), due to urban and industrial pollution and the intensive use of fertilisers, which favoured the growth of fast-growing opportunistic algae that cause depletion of oxygen levels (hypoxia) when they decay, with serious consequences for the lagoon ecosystem;
 - 2) **resuspension of sediments** due to clam fishing using hydraulic dredges fitted with vibrating grids and rakes, and numerous projects involving the construction of artificial salt marshes, preventing the growth of aquatic plants and macroalgae.
- From the late 1990s onwards, the application of laws controlling nutrient emission into the lagoon and clam fishing had positive effects on the expansion of Spermatophyta meadows, but not throughout the lagoon, because the seeds produced by the plant cannot reach some isolated areas.

The SeResto project helped to bring about the **gradual re-introduction of meadows in the northern lagoon** by means of **low-impact transfers** of small numbers of rhizomes to help create optimum conditions for the increase of biodiversity and the creation of a habitat also favouring the development of other species with a high ecological value. Transfers of aquatic plants were carried out **with the help of local fishermen** who were specially trained within the project and supported by scientific partners.

In most of the areas involved, the project, **funded by the EU's LIFE programme**, produced **results that exceeded expectations**, with an increase in the size of plugs or of the single plants that created patches over a metre in diameter, despite the often unfavourable weather conditions. The project activities will continue until 30 April 2018, with transplants of rhizomes and monitoring activities in all 35 transplant areas. Given that at least 400 rhizomes will be transplanted to each area every year and the survival rate has nearly always proved to be high, provided there are no new factors causing degradation, it is likely **that colonisation will grow exponentially**, especially thanks to the natural diffusion of seeds produced by the transferred plants.

SUSTAINABILITY AND PARTICIPATION IN WATER MANAGEMENT IN CHINA

How to measure the impact of specific policies upon the social fabric and environmental context of a lake in the province of Jiangsu near the east coast of China? A team of Ca' Foscari researchers from the **Department of Environmental Sciences, Informatics and Statistics** and from the **Department of Asian and North African Studies**, and their Chinese partners from the Academy of Environmental Sciences and from the Beijing Normal University are working together to assess the impact thanks to a European project.

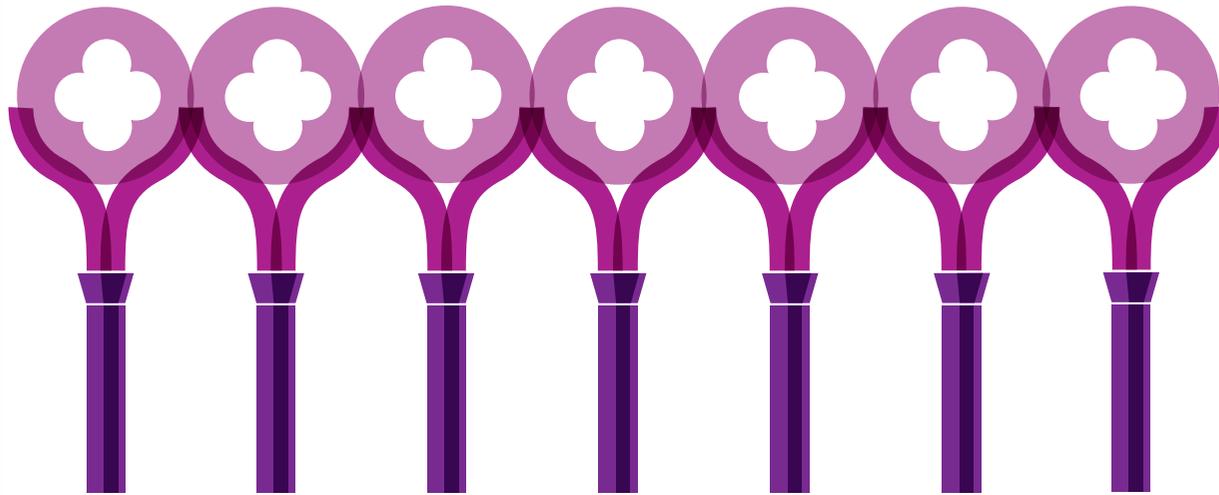
In order to **reduce the pollution of a lake in the Jiangsu province**, which is affected by intense agricultural activity, it was decided to move farmers from the area and radically transform land use in the basin. The transfer of local communities began in 2002 and ended in 2012. The quality of the water has improved but many people have lost their jobs or were forced to abandon the land that they previously farmed. Ca' Foscari researchers therefore decided to **assess the overall sustainability** of this strategy, creating a dialogue between all those involved.

The various **environmental, economic and social indicators** relevant to the case were identified so as to develop an ad hoc analysis model. In order to identify the most appropriate indicators, **local stakeholders** were asked to help establish the importance of each indicator within the model. **Various perspectives** were taken into account ranging from government departments to companies in the private sector and the individuals directly concerned by the projects carried out (often a far from straightforward task in China). After defining the indicators, researchers began to collect field data for inclusion in the model.

The team intended to develop a pilot project based on this real-life case so as to create a **model capable of analysing the sustainability** of this type of project, which could also prove useful for the assessment of other projects. This type of research is vital in China, a country struggling with massive, much-debated problems of air, water and soil pollution, which have become priority issues for its government, also in response to international pressure.

It was not until 2014 that the first Chinese report on soil pollution was published, followed by endless discussions on the reliability of the data. The drop in land value that would result from the classification of land as polluted goes some way to explaining the widespread reluctance to provide a detailed picture of the situation although recently Beijing has begun to acknowledge the existence of environmental problems. The project shows that there is a widely shared need to **create groups distinguished by disciplinary heterogeneity**, with high levels of scientific and technical competencies in the environmental sector on the one hand, and with a sound knowledge of political institutions and social dynamics (along with the necessary linguistic skills) on the other. Discussing shared difficulties and working together in the field allows environmental and social scientists to become mutually aware of the extent to which their different work methods can actually be integrated.

A culture to be diffused



The Sustainable Campus project

The project, which was set up in 2013 and continued throughout 2014, has the aim of promoting and developing sustainability actions on the various campuses and in the various sites of the University, involving those working, studying and visiting those spaces every day, both in terms of internal processes and individual behaviour.

During the course of 2014, the project was extended from the Treviso campus to all of the University sites, increasing the involvement of staff in Departments, Schools and Campuses in the university-wide sustainability actions and promoting best practices already in use in the various structures by setting up specific web-pages.

The project's future aim is to make sustainability an integral part of the practices of Departments, Schools and Campuses, as well as creating new forms of mutually beneficial collaboration with local actors.

 [Ca' Foscari sostenibile > Cosa facciamo > Campus sostenibili](#)
[Sustainable Ca' Foscari > What we do > Sustainable campus](#)

COMMUNICATION FOR SUSTAINABILITY

CFSostenibile	2014	variation 2013
news on website	88	+41.9%
unique visitors on the website	15,071	+32.2%
fans on the Facebook page	310	+80.2%
followers on Twitter	332	+38.9%

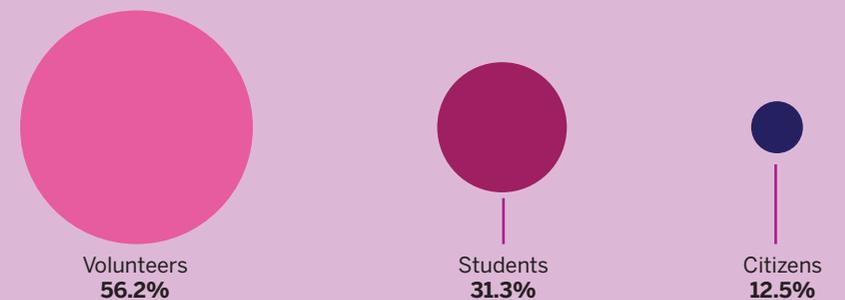
"CA' FOSCARI SOCIALE" PROJECT	2014
non-profit associations registered	99
students registered in the project	32
employees registered in the project	14

www.unive.it/sustainability > what we do

UNIVERSITY OF VOLUNTARY WORK

In 2014, the Ca' Foscari Sociale project, which was set up to promote voluntary activities within the Ca' Foscari community, gave rise to the University of Voluntary Work, a training path taking place over an academic year and designed for aspiring volunteers, those already working as volunteers, students and local citizens. The initiative enjoyed an overwhelming success, receiving 120 applications for the 32 places available. The joint training programme was organised thanks to the collaboration of Ca' Foscari and the Coordinating Body of the Voluntary Associations of the Province of Treviso.

CLASS - a.y. 2014/15



Involvement of students

Over the years, Ca' Foscari has committed itself to **diffusing a culture of sustainability** among its students, staff and within the local and international community, engaging in a tireless search for new communication channels to help increase awareness of and involvement in these issues.

In addition to organising a wide range of events, the University has also set up a number of projects that have aroused particular interest.

BOOKCROSSING

The **University's BookCrossing** project was launched in 2014 with the aim of creating sites for the free exchange of books in the seats attended by the Ca' Foscari community, so as to promote the sharing of knowledge and reuse of paper resources. Thanks to the collaboration of Departments, Schools and Campuses 12 bookcrossing points were activated in the main university buildings.

www.unive.it/bookcrossing

CARBON FOOTPRINT CALCULATOR

In 2011, together with the Ministry of the Environment, Ca' Foscari developed a **Carbon Footprint Calculator**, an interactive tool allowing users to calculate their environmental impact in terms of CO₂. In 2014 the project evolved further leading to a restyling of the University's original Carbon Footprint Calculator. The new calculator developed by **Fabio Pittarello** and **Tommaso Pellegrini** from the Department of Environmental Sciences, Informatics and Statistics takes into account the wide diffusion of mobile devices, focussing on **greater usability** as well as incorporating aspects of **gamification** among users, giving them the possibility of sharing their results on the main social networks.

www.unive.it/carbonfootprint

ART AND SUSTAINABILITY

Ca' Foscari is extremely interested in the **use of creative instruments and alternative communication channels** to promote understanding and involvement in sustainability issues. A particularly successful approach to involving both students and the local community grew out of the link between **Sustainable Ca' Foscari** and the **world of Art**, which has close ties both to Venice and to some of the university's leading research sectors. In fact, during the last two Art Biennale, two **installations** were set up in the main courtyard of Palazzo Foscari: **Garbage Patch State** (2013) and **Dancing Solar Flowers** (2015). The University faculty was involved on both occasions, giving students the opportunity to conduct projects and research into the issues tackled by the works. Each initiative saw the involvement of **over 20 students** from all Departments, who were able to explore aspects linked to their own study paths with the aim of **learning by doing**.

www.unive.it/sostenibile > Cosa facciamo > Iniziative
www.unive.it/sustainability > What we do > Initiatives

Exchange of best practices

Sustainability requires an international perspective aimed at an ongoing exchange of best practices. Ca' Foscari is therefore committed to sharing results and good practices with other universities, both national and international, thanks to its involvement in a wide range of important networks.

www.unive.it/sostenibile > Chi siamo > Network sostenibili
www.unive.it/sustainability > About > Sustainable networks

GBS - STUDY GROUP FOR SOCIAL REPORTING

In 2014 Ca' Foscari joined GBS (Study Group for Social Reporting), a non-profit association whose mission is to develop and promote scientific research into Social Reporting and into issues inherent to responsible corporate management so as to favour corporate social responsibility and its application in both national and international contexts. Members include many Italian universities, organisations and social reporting experts.

INTERNATIONAL NETWORKS

The University belongs to a number of leading international networks, including the UN Global Compact and Global Compact Network Italia, PRME - Principles for Responsible Management Education, ISCN - International Sustainable Campus Network, GUPES - The Global Universities Partnership on Environment for Sustainability, IAU/HESD - Higher Education and Sustainable Development, and SDSN - Sustainable Development Solutions Network.

ITALIAN NETWORK OF UNIVERSITIES FOR SUSTAINABILITY (RUS)

2014 marked the creation of the Italian Network of Universities for Sustainability (RUS), promoted by the Conference of Italian University Rectors (CRUI), which saw Ca' Foscari playing a key role from the very start.

The main aims of the network, officially set up in 2015, are to create and share new sustainability projects for campuses and diffuse Italian and international best practices. Other activities include:

- > the creation of an inter-University community;
- > the promotion of consolidated sustainability projects;
- > the implementation of a joint system for the monitoring of universities' environmental and social performances;
- > the development of university programmes on the adoption of correct lifestyles to improve the way students interface with the universities in environmental and social sectors.

The creation of the Italian Network of Universities for Sustainability represents an important outcome valorising the efforts and projects promoted by various universities throughout Italy.

GRI4 - Global Reporting Initiative

The table below contains a list of the indicators contained in the GRI-G4 guidelines and reported by Ca' Foscari University of Venice.

33 out of the total of 92 indicators were held to be relevant and applicable to the University.

Alongside each GRI indicator you will find the relative page reference in this document.

For more information on the Global Reporting Initiative see www.globalreporting.org

General Disclosures standards		page
Strategy & Analysis		
G4-1	Provide a statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability	back cover
Organizational Profile		
G4-3	Report the name of the organization	p. 4
G4-4	Report the primary brands, products and services	p. 4
G4-5	Report the location of the organization's headquarters	p. 4
G4-6	Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report	p. 4
G4-7	Report the nature of ownership and legal form	p. 4
G4-8	Report the markets served	pp. 27, 32, 36
G4-9	Report the scale of the organization, including: number of employees, number of operations, net revenues (for public sector organizations), quantity of products or services provided	p. 3
G4-10	Report the total number of employees (permanent, total workforce) by employment contract and gender; whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors; any significant variations in employment numbers.	p. 23
G4-12	Describe the organization's supply chain.	p. 16
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses	p. 45
Stakeholder engagement		
G4-24	Provide a list of stakeholder groups engaged by the organization	p. 10
G4-26	Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process	p. 11
Report profile		
G4-28	Reporting period (such as fiscal or calendar year) for information provided	p. 1
G4-29	Date of most recent previous report (if any)	25/06/2014
G4-30	Reporting cycle (such as annual, biennial)	annual
G4-31	Provide the contact point for questions regarding the report or its contents	p. 48

Governance		
G4-34	Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts	pp. 6-7
G4-38	Report the composition of the highest governance body and its committees	p. 23
Ethics and integrity		
G4-56	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics	pp. 8-9
Specific Disclosures Standard Economic		
G4-EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments	p. 14
G4-EC4	Report the total monetary value of financial assistance received by the organization from governments during the reporting period	p. 13
G4-EC7	Report the extent of development of significant infrastructure investments and services supported	p. 19
G4-EC8	Report examples of the significant identified positive and negative indirect economic impacts the organization has	p. 15
G4-EC9	Report the percentage of the procurement budget used for significant locations of operation spent on suppliers local to that operation	p. 16
Environment		
G4-EN3	Energy consumption within the organization. Report in joules, watt-hours or multiples, the total: Electricity consumption, Heating consumption, Cooling consumption, Steam consumption	p. 19
G4-EN6	Reduction of energy consumption	p. 19
G4-EN32	Report the percentage of new suppliers that were screened using environmental criteria.	p. 16
Social		
G4-LA1	Report the total number and rate of new employee hires and turnover during the reporting period, by age group, gender and region	p. 25
G4-LA2	Report the benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation.	p. 24
G4-LA9	Report the average hours of training that the organization's employees have undertaken during the reporting period, by gender and employee category.	p. 25
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	p. 23
G4-PR5	Results of surveys measuring customer satisfaction.	p. 26



sustainable
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