Executive summary
The goals of the 2009 sustainability audit of academic programs were to assess current faculty participation and future interest in incorporating sustainability topics into their research and teaching. Further, the audit aimed to illuminate any perceived barriers to expansion, as well as to compile suggestions from faculty on how to overcome barriers to expanding teaching and research about sustainability. For the purposes of this project, sustainability includes the ability of a system (natural, physical, or human) to maintain its functions and processes over time, in addition to general issues of environmental stewardship.

Current faculty participation and interest in sustainability academic programs:
- Approximately 26% of all faculty (part-time and full-time from all schools and Arts & Sciences) responded to the survey.
- Close to half of responding faculty members incorporate sustainability in some capacity into their research (41%) and teaching (47%).
  - Of faculty members who do not currently incorporate sustainability into either research or teaching, 35% are interested in increasing sustainability in their research and 44% in their teaching.
  - Therefore, almost two-thirds of responding faculty members are currently incorporating or are interested in incorporating sustainability topics into their research and/or teaching.
- Of those faculty members collaborating with others in sustainability research, 67% collaborate with people outside William and Mary. This external collaboration generally exceeds levels of internal collaboration with other faculty (62%), undergraduate students (48%), or graduate students (55%).

Suggestions for maintaining and growing academic programs related to sustainability:
To maintain and grow further faculty participation in sustainability programs, respondents recommended considering the following non-mutually exclusive solutions:
- Promote interdisciplinary and inter-unit (e.g. across departments, programs, and schools) collaborations in research and teaching. There is substantial activity and interest in sustainability that spans the Schools and Arts & Sciences.
- Further support collaborations and participation from outside of William and Mary.
- Provide further funding/grant opportunities for sustainability research and teaching.
- Increase formal support and strategic investment from College administration in sustainability.
- Facilitate greater flexibility in faculty members’ teaching assignments.
Summary of survey questions and responses from faculty

**Number of respondents:** 206, which represents approximately 26% of the combined full-time and part-time faculty

**DEMOGRAPHICS/CONTACT INFORMATION**

**Question 1:** Name

**Question 2:** Rank
   - Assistant Professor: 33
   - Associate Professor: 59
   - Professor: 66
   - Professional Faculty: 19
   - Other: 29 (13 Adjunct, 7 Visiting, 4 Research, 1 Teaching Fellow, 1 Instructor, 1 Director, 1 Professional Staff, 1 Other)

**Question 3:** School/Department/Program
   - Arts & Sciences: 132
     - American Studies: 2
     - Anthropology: 4
     - Applied Science: 4
     - Art and Art History: 5
     - Biology: 12
     - Chemistry: 8
     - Classical Studies: 2
     - Computer Science: 3
     - Economics: 7
     - English: 8
     - Geology: 2
     - Government: 10
     - Hispanic Studies: 1
     - History: 6
     - Institute for Theory and Practice of International Relations: 1
     - Kinesiology: 5
     - Mathematics: 7
     - Modern Languages and Literature: 11
     - Music: 5
     - Physics: 11
     - Psychology: 8
     - Religious Studies: 1
     - Sociology: 4
     - Theatre, Speech and Dance: 3
     - Thomas Jefferson Program in Public Policy: 2
   - School of Education: 12
   - Law School: 8
   - Mason School of Business: 24
Virginia Institute of Marine Science: 29
Muscarelle Museum of Art: 1

**Question 4:** Email

**RESEARCH**

**Question 5:** Is sustainability a part of your research?
   Results: 206 responses, 84 Yes, 122 No (~41% Yes)

**Question 6:** If “yes” to Question 5, how much? (1-5)
   Results: 81 responses, mean = 3.21, standard deviation = 1.35

**Question 7:** Does that research involve collaboration with other WM faculty?
   Results: 82 responses, 51 Yes, 31 No (~62% Yes)

**Question 8:** Does that research involve collaboration with WM graduate students?
   Results: 82 responses, 45 Yes, 37 No (~55% Yes)

**Question 9:** Does that research involve collaboration with WM undergraduates?
   Results: 82 responses, 39 Yes, 43 No (~48% Yes)

**Question 10:** Does that research involve collaboration outside WM?
   Results: 82 responses, 55 Yes, 27 No (~67% Yes)

**Question 11:** Research Topics?
   Results: 84 responses
   Coded response categories (with frequency):
   1. Ecosystem protection (13)
   2. Energy (11)
   3. Climate change (9)
   4. Pollution (9)
   5. Culture (9)
   6. Conservation (5)
   7. Economics (5)
   8. Natural resource management (4)
   9. Public health (4)
   10. Business (3)
   11. Law (3)
   12. Campus sustainability (3)
   13. Agriculture (2)
   14. Service learning (2)
   15. Education (2)
   16. International relations (2)
   17. Subsistence (1)
   18. Architecture (1)
   19. Ethics (1)
Question 12: What would better support your current research related to sustainability?

Results: 72 responses, 47 responses with suggestions
Coded response categories (with frequency):
1. Funding/grants (26)
2. Interdisciplinary collaboration (18)
3. Student/faculty collaboration/funding (12)
4. More funding for travel to conferences and archives (11)
5. Infrastructure improvements (6)
6. Greater William and Mary institutional support (3)
7. Time/flexibility (1)

Question 13: If “no” to Question 5, are you interested in developing research about sustainability?

Results: 111 Responses, 39 Yes, 72 No (~35% Yes)

Question 14: How to develop new research about sustainability topics?

Results: 55 Responses, 17 with suggestions
Coded response categories (with frequency):
1. Provide funding (6)
2. Provide interdisciplinary definition of sustainability (4)
3. Offer interdisciplinary symposia/activities (3)
4. Provide more student research opportunities (3)
5. Extend faculty leave (2)
6. Provide departmental incentives (2)
7. Expand digital resources (2)
8. Improve infrastructure (2)

TEACHING:

Question 15: Is sustainability a part of your teaching?

Results: 206 responses, 97 Yes, 109 No (~47% Yes)

Question 16: If “yes”, how much? (1-5)

Results: 90 responses, mean = 2.38, standard deviation = 1.34

Question 17: How much in each course?
Details available upon request from PEDS subcommittee of COS

Question 18: Are you interested in developing new courses concerning sustainability?

Results: 72 responses, 32 presenting ideas (~44% Yes)
Coded response categories (with frequency):
1. Business (6)
2. Ecosystem protection (5)
3. Energy (4)
4. Climate change (3)
5. Natural resource management/conservation (3)
6. Anthropology (3)
7. Strategy and decision making (3)
8. Agriculture (2)
9. Biology (2)
10. Outdoor experience (2)
11. Economics (1)
12. History (1)

**Question 19:** Better support for teaching?
Results: 70 responses, 40 responses with suggestions
Coded response categories (with frequency):
1. Interdisciplinary collaboration (17)
2. Time/flexibility (11)
3. Funding (9)
4. Greater William and Mary institutional support (8)
5. Departmental recognition/incentives (8)
6. Infrastructure improvements (4)
7. Increased collaboration outside WM (guest speakers, contacts, etc.) (3)

**Question 20:** If “no” to 15, are you interested in incorporating sustainability into your teaching?
Results: 80 responses, 27 Yes, 53 No (~34% Yes)

**Question 21:** What courses should be developed?
Results: 38 responses, 5 with suggestions
Coded response categories (with frequency):
1. Ecosystem protection (2)
2. Energy (2)
3. History (1)

**Question 22:** What would help?
Results: 36 responses, 7 with suggestions
Coded response categories (with frequency):
1. Funding (3)
2. Interdisciplinary collaboration (3)
3. Sustainability symposia/workshops (1)
4. Extended leave (1)
5. Formal W&M endorsement of sustainability efforts (1)

**INFORMAL ACADEMIC ACTIVITIES:**
**Question 23:** Is sustainability a part of your informal academic activities?
Results: 206 responses, 59 Yes, 147 No (~29% Yes)

**Question 24:** Description of informal teaching?
Results: 53 responses
Coded response categories (with frequency):
1. Outreach/service for the public (23)
2. Academic advising/mentoring (11)
3. Organizing guest lectures/out of class opportunities (11)
4. Involvement in student initiatives (10)
5. Teaching by example (7)
6. Informal discussions (7)