Appendix A: Topic List Interviews

1 BACKGROUND/CONTEXTUALISATION INTERVIEWEE

* Age
* Gender
* Student/employee/other reason for being at VUA
* Summary of current activity > description typical day at VUA
* Time spent at VUA per week

2 SUSTAINABILITY

* What sustainability entails according to them
* Personal definition of sustainability

3 OWN BEHAVIOUR TOWARDS SUSTAINABILITY

* Are they aware of what they can do to live more sustainable?
* Have they made changes in their behaviour to live more sustainable?
* If so, did they find it difficult to make these changes
* Did they join sustainability related activities (climate strike, cleaning beaches, etc)?
* If so, how did they experience this/feelings during partaking
* Motivations to live more sustainable (or lack thereof)

4 EXPERIENCES WITH SUSTAINABILITY AT VUA

* What do they think is the most visible sustainability initiative at VUA?
* Are they aware of other sustainability initiatives at VUA?
* Are they interested in using/partaking in these initiatives?

5 FEELINGS ABOUT SUSTAINBILITY INITIATIVES AT VUA

* Do they feel initiatives at the FSS make an impact (on themselves, others, VUA)?
* Why (not)
* Do they feel they receive enough room to develop/work on initiatives?
* Do they feel their own work/effort has an impact (on themselves, others, VUA)?

6 ROLE OF VUA

* What do they think to role of VUA is in creating awareness for sustainability?
* How far should this go?

7 FUTURE OF SUSTAINBILITY AT VUA AS A WHOLE

* What they think would make a difference for a more sustainable VUA
* Recommendations for VUA to improve sustainability initiatives

Appendix B: FSS-GO Survey Design

|  |  |
| --- | --- |
| **Question/Statement in Questionnaire** | **Answer options** |
| Q1. What is your gender? | 1. Male  2. Female  3. Other  4. I do not want to specify |
| Q2. How old are you? | 1. 18-30  2. 30-50  3. 50+  4. I do not want to specify |
| Q3. What is your job at the FSS? \* | 1. Management team  2. Secretariat  3. Scientific Staff  4. Emeritus Professor  5. PhD Candidate  6. Other |
| Q4. Where do you usually travel for work? \* | 1. The Netherlands  2. Europe  3.Africa  4. North America  5. South America  6. Asia  7. Australia  8. Not applicable – I don’t travel for work |
| Q5. For work-related trips within Europe, I consider the environmental impact of my trip when deciding which mode of transport to take. | 1. Strongly agree  2. Somewhat agree  3. Neither agree nor disagree  4. Somewhat disagree  5. Strongly disagree agree  6. Not Applicable – I don’t travel within Europe for work |
| Q6. Would travelling by train be suitable and/or possible for your work-related trips within Europe? | 1. Yes, always  2. Yes, often  3. Sometimes  4. No, often not  5. No, never  6. Not applicable – I don’t travel within Europe for work |
| Q7. If you do not think that travelling by train for work-related trips within Europe would be suitable and/or possible, why not (e.g., travel time, inaccessible destinations, etc.)? | Open answer |
| Q8. When going on a work-related trip, I am encouraged by FSS/VUA to take the train instead of the plane when possible. | 1. Strongly agree  2. Somewhat agree  3. Neither agree nor disagree  4. Somewhat disagree  5. Strongly disagree agree |
| Q9. Travelling to events that require long distance (12+ hours) flights is important for my career. | 1. Strongly agree  2. Somewhat agree  3. Neither agree nor disagree  4. Somewhat disagree  5. Strongly disagree agree |
| Q10. Would 1 trip requiring a long-distance flight (12+ hours) every second year be enough for you to perform your work properly? | 1. Definitely yes  2. Probably yes  3. Might or might not  4. Probably not  5. Definitely not |
| Q11. Do any of your work-related events have alternative attendance options e.g., by tele-conference? | 1. Definitely yes  2. Probably yes  3. Might or might not  4. Probably not  5. Definitely not |
| Q12. How do you usually travel for work-related trips within Europe? | 1. Car  2. Car Sharing  3. Train  4. Bus  5. Plane  6. Boat  7. Other  8. Not applicable – I don’t travel within Europe for work |
| Q13. How do you usually travel for work-related trips outside of Europe? | 1. Car  2. Car Sharing  3. Train  4. Bus  5. Plane  6. Boat  7. Other  8. Not applicable – I don’t travel outside of Europe for work |
| Q14. What is your main mode of transport for your daily commute to work? | 1. Walking  2. Bike  3. Metro/Tram  4. Car  5. Car Sharing  6. Train  7. Bus  8. Plane  9. Boat  10. Other |
| Q15. If you do not commute to work by walking or cycling, what would encourage you to do so (e.g., better changing/showering facilities at work, etc.)? | Open answer |
| Q16. I am familiar with the Blue-bikes concept | 1. Yes  2. No  3. Vaguely |
| Q17. I use a Blue-bike | 1. Never  2. A few times per year or less  3. Once a month  4. Once a week  5. Twice a week  6. Three times a week or more |
| Q18. I flex-work… | 1. Never  2. A few times per year or less  3. Once a month  4. Once a week  5. Twice a week  6. Three times a week or more |
| Q19. Is one of your reasons for flex working to reduce commuting? | 1. Yes  2. No  3. I never flex-work |
| Q20. What, if anything, would enable you to perform your work more effectively (to the standard that you are able to perform it in the office) whilst flex-working? | Open answer |
| Q21. Would you be willing to bring a reusable bottle to the office rather than using disposable cups for cold drinks? | 1. Yes  2. No |
| Q22. Would you be willing to bring a reusable cup/mug to the office rather than using disposable cups for hot drinks? | 1. Yes  2. No |
| Q23. I am vegetarian or vegan. | 1. Yes, strictly  2. Yes, but not strictly  3. No |
| Q24. I think the faculty should provide vegetarian food during events (e.g., department drinks, conferences, long meetings). | 1. Strongly agree  2. Somewhat agree  3. Neither agree nor disagree  4. Somewhat disagree  5. Strongly disagree agree |
| Q25. I think the faculty should provide veganfood during events (e.g., department drinks, conferences, long meetings). | 1. Strongly agree  2. Somewhat agree  3. Neither agree nor disagree  4. Somewhat disagree  5. Strongly disagree agree |
| Q26. I think the faculty should provide milk substitutes during events (e.g., department drinks, conferences, long meetings). | 1. Strongly agree  2. Somewhat agree  3. Neither agree nor disagree  4. Somewhat disagree  5. Strongly disagree agree |
| Q27. I think the faculty should offer paper bags so that left overs can be taken home after events. | 1. Strongly agree  2. Somewhat agree  3. Neither agree nor disagree  4. Somewhat disagree  5. Strongly disagree agree |
| Q28. I think the water fountain in front of the department should be replaced with a ‘join the pipe tap’ (like the one in the entrance hall of HG). | 1. Strongly agree  2. Somewhat agree  3. Neither agree nor disagree  4. Somewhat disagree  5. Strongly disagree agree  6. I don’t know what kind of tap this is |