



Meeting date: 25 March 2025, 13.00 – 16.00

Meeting place: Moesgård, room 4206-117

Meeting topic: IKS Institutforum / CAS Committee

Participants: Anne Lundahl Mauritsen; Birgitte Beck Pristed; Claudia Welz; David Charles Harvey; Gitte Pappe Ludvigsen; Henrik Reintoft Christensen; Marie Vejrup Nielsen; Janne Bleeg Lini; Jesper Sølund Hansen; Lauritz Aastrup Munch; Mathilde Vadsager Andresen; Rasmus Mols Pedersen; Rithma Kreie Engelbreth Larsen

Cancellations: Agnes Arnórsdóttir; Jakob Bek-Thomsen; Katja Breckling Randen Jensen; Kirstine Helboe Johansen; Louise Fabian; Toke Kløve Junge

Guests: Ana Paulla Braga Mattos; Edward Armitage; Gillian Glass; Nick Shepherd; Herbal Laukaityte

Minute: Camilla Dimke

1. Welcome and introduction to today's meeting (Birgitte Beck Pristed)

Chairperson of CAS Committee, Birgitte Beck Pristed, welcomed the participants to today's meeting and to the guests who participated. The purpose of the guests' participation was partly to get input into the discussion about language practice at CAS and partly to spread knowledge of the role and work of the CAS Committee with a view to ensuring that the committee's representation better reflects the diverse composition of the staff.

After this, the agenda was reviewed and approved with the addition of an extra orientation point from the students about internal censorship.

2. Follow-up on the master plan and evaluation of the consultation process (Birgitte Beck Pristed and Marie Vejrup Nielsen)

Head of School Marie Vejrup Nielsen gave a brief briefing on the process. The master plan has been issued and work on the structure paper is underway. Once decisions on the structure have been decided, draft terms of reference will be prepared for the individual programme changes and new programmes. This is expected to be ready before the summer holidays.

Birgitte Beck Pristed thanked CAS Committee for the constructive discussions and input to the Committee's consultation response. Both in connection with the master plan and the AU strategy. In relation to the master plan, the final consultation phase was limited to the official employee bodies. This led to some misunderstandings in the organisation, which had become accustomed to an open consultation process, and it challenged the committee's preparation of the consultation response.





In relation to the strategy consultation, a longer deadline than one week is requested in the future so that the representatives of the committee can consult their departments. Birgitte has raised the issue with the management secretariat, which agreed and will take the criticism to the faculty's evaluation. The management secretariat at CAS will also take this into account in future consultation processes.

The conclusion was that even though a consultation process is resource-intensive, and that a consultation response does not necessarily mean visible results or changes, it is still important that CAS Committee uses its voice. The views expressed can continue to be taken into account both locally and in the further implementation phase.

Nobel Reorganization and Campus 3.0

3. Nobel reorganization plans (Marie Vejrup Nielsen)

Marie Vejrup Nielsen presented the upcoming relocation plans in the Nobel Park. The plans had also been announced in the school's newsletter. The newsletter also contains a link to the dean's announcement regarding the process for the relocations and campus 3.0.

It has been decided that CAS will vacate the entire building 1451 -53 at the turn of the year. Of course, it is not ideal that CAS should move around before the school finally moves into the university city, but unfortunately it is necessary. It has turned out that PWC's first renovation could not live up to the agreed noise level, which negatively affects the working environment, the study environment and the teaching in the buildings. Another rebuilding is therefore not sustainable. In addition, an intermediate relocation is necessary to make the big relocation chariot work and because the densification and rent savings that the intermediate relocation entails will have a very great impact on the financial adjustment the school is in the middle of.

This means that the Department of Theology will move to Tåsingevej around the turn of the year and that the Department of the Study of Religion will move to the buildings 1461-1463. This reshuffle will also affect building 1465-67 to accommodate everyone. All buildings will therefore be affected by the interim move.

The relocations are planned so that they do not have an impact on the start of the semester, and there is a strong focus on also securing the study environment. In the near future, the heads of departments will enter into dialogue with the study environments.

Some of the affected academic environments were frustrated with the process and at what level decisions about the interim move and campus 3.0 are made. They



feel that they lack influence on something that greatly affects their working environment and professional environment.

Marie Vejrup Nielsen encouraged everyone to read the dean's announcement about the campus 3.0 involvement process, of which the interim move is a part, and refer to this when employees ask about the involvement process:
<https://medarbejdere.au.dk/en/faculties/arts/currently/single-news/artikel/et-arts-i-udvikling>

In the near future, the head of CAS secretariat will enter into a dialogue with all department heads in the Nobel Park in relation to reshuffles and office distribution, in order to find the best possible solutions. It is expected that a final plan will be available before the summer holidays.

4. Campus 3.0

The faculty has drawn up a vision for the new Campus 3.0:

<https://arts.au.dk/en/news-and-events/news/show/artikel/arts-vision-i-universitetsbyen-en-campus-for-fremtiden>

The vision is now being interpreted in a number of user groups that are organized based on different themes. It is the heads of schools who have nominated the members of the user groups. The faculty has set up a website where you can follow the process on an ongoing basis. On the website, you will also be able to find (as soon as possible) an overview of the employees from IKS who have been appointed in the first user groups:

<https://medarbejdere.au.dk/fakulteter/arts/aktuelt/campusudvikling-paa-arts>

From CAS Committee, Henrik Reintoft Christensen, Louise Fabian, Birgitte Beck Pristed and Camilla Dimke sit in different user groups. There was not much to report from the user groups yet, as everyone had been summoned to meetings after the committee meeting. However, it was encouraged that all are welcome to provide input either to CAS committee or to some of the other user group representatives from the list.

CAS Committee then discussed wishes, suggestions and points of attention that the representatives would bring to the upcoming meetings.

The list can be accessed [here](#).

Break 10 min.



Theme:

5. Internationalisation and discussion of Ideas for a language practice at ICC

In continuation of AU's diversity and equality seminar on 10 March, CAS Committee was gathered to discuss how centrally defined language policies can be translated into better functioning language practices in everyday life at CAS in order to streamline communication and strengthen inclusion at the school. The discussion has resulted in ideas for the preparation of a language practice draft from CAS Committee, which will be sent for further discussion at LSU, and which will then be further developed in collaboration with the departments.

Ana Paulla Braga Mattos from Global Studies, who is a linguist specializing in multilingualism, was invited to give a presentation on language practice together with Birgitte Beck Pristed.

Ana Paulla and Birgitte began the discussion with a presentation on the difference between language policy and communication practice, and how shifting the focus from policy to practice can improve everyday communication and inclusion in the workplace.

They then illustrated with different work situations how CAS, with a more flexible approach to language use, can find a "common code" and improve collaboration in everyday life.

CAS Committee was then divided into groups that discussed experiences and ideas on how to change the school's language practice.

[Links to task cards with input from the discussion can be accessed here.](#)

In addition, the following were highlighted:

- Please note that Aarhus University categorizes employees respectively as International staff and staff. The intention may be good, but it is a barrier for true inclusion of all employees across backgrounds. A hierarchy of "we" and "them" is created on the basis of this use of language. It is a categorization that is not experienced in the same way at other universities in the world.
- It is necessary for the school to accept and thus work with a multilingual practice in everyday life.
Postdocs and PhD students are not required to learn Danish due to their short period of employment. Therefore, you will always have a large group of employees who do not speak/understand Danish or do not have time to learn it well enough to be able to communicate in Danish in all contexts. If



you want employee involvement of all employment groups and internationalisation, it is therefore necessary to make an effort and commit to creating a multilingual practice – which is not in conflict with the fact that we as a state institution use Danish as an official language.

- In several departments, the use of language in everyday life and at official meetings has never really been considered. Everyone should do that.
- Choosing a language or changing the chosen language at group meetings where there are few non-Danish speakers should be discussed with the individual employees in safe spaces prior to the meeting instead of at the meeting itself, where the individual can easily feel singled out and do not really feel that they have the opportunity to express their wishes.
- Suggestion that it be made a normal and accepted practice for each employee to use the language in which they are comfortable expressing themselves
- Make a small handbook of AU domain words
- Please inform that you are working with a language practice in connection with the on-boarding of new employees, so that they can contribute to the work and the daily practice.
- A language practice requires commitment from everyone, regardless of language, and it is not certain that you can decouple politics from practice.

A working group was set up to continue working on a proposal:
Birgitte Beck Pristed; Claudia Welz; David Charles Harvey; Lauritz Aastrup Munch; Rithma Kreie Engelbreth Larsen

6. Orientation Point

The finance item was postponed to the next meeting due to time pressure.

The students at History and Classical Studies informed that they will ask the Study Board to discuss the current guidelines for internal censorship for written assignments. The students no longer believe that the guidelines are appropriate, and they have received support from the academic staff at the latest UN meeting to have the guidelines reviewed and possibly adjusted.

7. Proposal for Honorary professorship (adjungering)

CAS Committee considered the recommendation for Honorary professorship and had no objections.



8. AOB

The next meeting will be held on 1 May. It has been proposed that CAS Committee should make a prize for collegiality. The head of school has indicated that the prize can be awarded DKK 5000 for a collegial initiative. The initiative will be discussed at the meeting on 1 May.