

Meeting date: 02 October 2024, 14.15 – 15.30

Venue: IMC, building 1483-312

Meeting topic: CAS Committee

Participants: Anne Lundahl Mauritsen, Birgitte Beck Pristed, Claudia Welz, David Charles Harvey, Emil Klitgaard Poulsen, Henrik Reintoft Christensen, Janne Bleeg Lini, Jesper Sølund Hansen, Kasper Steenbjerg, Marie Vejrup Nielsen, Mathilde Vadsager Andresen, Nicolai Krejbjerg Knudsen, Søren Schrøder, Toke Kløve Junge
Cancellations: Agnes Arnorsdottir, Emilie Lund Mortensen, Gitte Papp Ludvigsen, Jakob Bek-Thomsen, Kirstine Helboe Johansen, Louise Fabian, Signe Sangill Terman-
Minute: Camilla Dimke

1. Approval of the agenda

The agenda was approved. Points 2 and 3 were swapped around.

2. Introduction of new members

Anne Lundahl Mauritsen has joined CAS Committee as a postdoc/assistant professor representative and Toke Kløve Junge has is new PhD representative. In addition, David Harvey was presented as a representative of the Department of Archaeology Heritage Studies. Everyone was welcomed.

3. Discussion of CAS Committee's input to the faculty management team's proposal for a master plan

Head of School Marie Vejrup Nielsen gave a status of the situation since the faculty management team's announcement on 18 September. The dean has held joint general meetings at the Faculty of Arts about the situation, and Marie Vejrup Nielsen has participated in extraordinary meetings in the academic environments that are most affected by the proposed master plan. In the near future, the Head of School and the Deputy Head of School for education will participate in a department meeting at each department.

Chairperson Birgitte Beck Pristed then explained that the chairmanship of CAS Committee has discussed the faculty's time and process plan with a view to deciding how the Committee best structures its input and utilizes its voice in the first input phase.

The chairmanship has investigated and received approval for the Committee to focus on how staff and students can best be equipped to handle the upcoming process, including how all aspects/focus areas are taken into account in order for the process to be tolerable, in its consultation input.



The members of the Committee agreed with this consideration. The members were then asked to go into small groups and discuss various aspects and focus areas based on the exercise "the 6 thinking hats" that Birgitte Beck Pristed introduced. The discussions led to the following considerations, which the Committee members discussed in plenary:

- [CAS inputs 6 Thinking hats \(padlet.org\)](#)

The discussion led to the Committee's input containing a focus on the management relating to the following:

- The psychological working environment: How do we secure our working environment in a time of extensive changes and worries at the same time as everyday life goes on?
- Career paths and competence development opportunities for both senior and junior researchers: Many employees feel that this process entails a major change in their careers, and they may need competence development or new career paths.
- The entire PhD area and how this is affected: There is great concern about the level and that Arts PhD students will be considered 2nd class students at other universities in the world.
- Our reputation in the world: What is the management's plan in general in relation to the image blow that comes from the world around us, which already fails to understand our grading scale, our employment categories and now our MA level?
- Solidarity among employees, professional environments and departments that are affected differently: How do we create space to develop across the board?
- Communication: Desire for less shock communication
- More ongoing employee inclusion
- Time: Employees demand more time to prepare new solid courses on an informed basis
- More timely and clear communication to students who feel overlooked
- Possibility of announcing that employees cannot be dismissed for a minimum of 3 years in connection with the restructuring of the educational landscape
- International employees who fear losing both their job and their residence permit
- Opportunity to develop more flexibility in the educational landscape for both students and staff, e.g. through more flexible curricula.

Birgitte Beck Pristed thanked for the input. On 21 October, Birgitte will meet with Nicolai Krejbjerg Knudsen and Signe Sangill Termansen to write the Committee's official input. It will be circulated to the rest of the Committee for approval on the same day,



with the hope that the members are ready to comment. The input must be submitted to the Faculty management on 23 October.

The next meeting will be held on 26 November and is a longer meeting, possibly with a social initiative after the meeting. If you have items for the agenda, they can be sent to Birgitte.