

Meeting date : 03 March 2026, 14.00 – 15.00

Meeting point : AU Conference Centre M 2.3 - 1420-228

Meeting topic : CAS Committee

Participants: Birgitte Beck Pristed; Claudia Welz; David Charles Harvey; Marie Vejrup Nielsen; Jakob Bek-Thomsen; Janne Bleeg Lini; Kirstine Helboe Johansen; Kristian Wolf Krogh; Lauritz Aastrup Munch; Mathilde Vadsager Andresen; Toke Kløve Junge

Cancellations: Cordelia Heß; Gitte Pappé Ludvigsen; Jesper Sølund Hansen; Louise Fabian; Mikkel Bang Maesen; Niels Joshua Balling; Simon Nygaard;

Minute: Camilla Dimke

1. Welcome and intro (Birgitte Beck Pristed)

Birgitte Pristed welcomed CAS committee to a new working semester. New student representatives and a new PhD representative have been elected. The spring work programme is as follows:

Meeting in April:

- Attendance – applies to both the employees' presence in daily life and the students' active participation in teaching (especially in the MA)
Coordinators are:
 - Janne
 - Louise
 - Mathilde
 - Mikkel
- Challenges in handling procedures for data security and research security more generally, and especially in connection with risk countries and the world agenda we are in.
Coordinators are:
 - Birgitte
 - Jesper

The coordinators are asked to prepare a presentation for discussion and submit a presentation for the agenda at least one week before the meeting.

May meeting

- Library cooperation
Coordinators are
 - Marie Vejrup Nielsen
 - Jesper Sølund Hansen
 - Birgitte Beck Pristed



o Claudia Welz

AI principles and recommendations, neurodiversity and professional identity and belonging will be included on the agenda if there is time or if the faculty's bodies ask CAS committee to relate to the themes.

As something new, a student point has been introduced, where the student representatives have the opportunity to present points. At today's meeting, the students want to discuss student association rooms and facilities in connection with the situation regarding fire safety in the Nobel Park.

2. Theme discussion: Career paths and opportunities for Ph.D. and postdoc and promotion opportunities for senior VIPs (promotion policy)

Coordinators: David Harvey and Toke Kløve Junge.

The Head of School opened the theme discussion with an introduction to the current recruitment situation. In recent years, there has been a major development at the School in the ratio between the number of permanent and fixed-term employees. This means that the composition of the School is different from previous years and that the School is moving from being primarily education-based economy to a research-based economy. It is therefore necessary to rethink the current structures of the School. Career development for both junior and senior staff therefore also has a different meaning now than before, and it is an important discussion that CAS committee articulates with this point.

The coordinators then presented two important points that they wanted to be discussed:

- Career counselling for junior researchers. There is a need to develop a culture in which it is accepted to articulate career opportunities outside AU.
- Advice to senior researchers on promotion
Not only for the sake of the individual, but also for academic environments that want to retain good researchers and teachers

CAS committee was divided into groups to discuss the following questions:

Junior Research area:

- How do we teach PhDs to translate their skills and competencies to potential external employers?
- What can PhDs do outside academia?

- How do we communicate that not all will get or wish to get a career in academia?

Senior Research Area:

- Where can senior researchers get career advice?
- What have we received of good and bad advice?
- How can promotion processes be made more transparent?

The groups discussed the following, among other things:

Junior area:

- Make better use of Kitchen, e.g. in relation to helping open companies' eyes to academic staff
- Efforts must be made to de-taboo PhD students' careers outside the universities
- Hosting events with honorary professors who can shed light on the various opportunities that exist outside AU
- Better integration of career counselling at the graduate school and help in the preparation of a definite career plan. This should be part of the PhD plan, but possibly with a different sparring partner than the PhD supervisor.
- Arrange a kind of company dating for PhD students

Senior area:

- Better communication of the School's/departments' job plans through department heads and/or on the website
- Draw better attention to promotion criteria on the website
- Focus on further education by external actors (e.g. trade union, AUcetera, etc.) (Applies to both junior and senior areas)
- It is not always the immediate day-to-day manager (including head of department, supervisor, research group leader) who is best suited to provide career guidance (e.g. due to possible conflicts of interest). Career interviews with an 'external' mentor could possibly supplement or develop the SDD format.

The Head of School and the Deputy Head of School for HR collected the input and will discuss the proposals further with the rest of the School management.

3. The students' point

The students wanted to discuss a plan for communication to and with the students in the current situation with fire safety, which has meant that the students' association rooms and Friday bars located on the 3rd-6th floors in Nobel are closed, and that new premises must be found for this. The students are worried about their study environments, about increased loneliness and dissatisfaction among the students, and they

also fear that in the long term it will affect attendance in class, as the students do not have rooms to meet in between their classes.

Director of studies explained. that hard work is being done to find solutions and that the study environment is a high priority for both the School and the Faculty, but that in this extraordinary situation, the focus is first and foremost on finding solutions for teaching. Next, a solution must also be found for association rooms and Friday bars.

The director of studies is in continuous dialogue with the vice-dean and the education advisers at the dean's office about how everything should be approached. An invitation will soon be sent to all Friday bars and associations regarding a meeting with the director of studies and vice-dean to find a long-term solution.

The students want more and better communication in a situation like this. This can be in the form of direct emails from the Faculty, but also regular status updates from the School. Currently, many rumors and concerns abound among the students, because they do not know what is up and down in the situation.

4. Possibly.

Birgitte Pristed will contact the two working groups prior to the next meeting regarding the draft agenda.

It is being investigated whether the next meeting can be held in the Kitchen, possibly with a tour of the University City.