



Meeting date: 01 May 2025, 14.00-15.00

Meeting place: Nobel Park, building 1461-516

Meeting topic: IKS Institutforum / CAS Committee

Participants: Agnes Arnórsdóttir; Anne Lundahl Mauritsen; Birgitte Beck Pristed; Claudia Welz; David Charles Harvey; Gitte Pappé Ludvigsen; Henrik Reintoft Christensen; Kasper Jensen; Marie Vejrup Nielsen; Jakob Bek-Thomsen; Janne Bleeg Lini; Jesper Sølund Hansen; Lauritz Aastrup Munch; Louise Fabian; Mathilde Vadsager Andresen; Mikkel Bang Maesen; Rithma Kreie Engelbreth Larsen; Toke Kløve Junge

Cancellations: Katja Breckling Randen Jensen; Kirstine Helboe Johansen; Rasmus Mols Pedersen;

Reporter: Camilla Dimke

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

Birgitte welcomed two new members: PhD student Mikkel Bang Maesen and student Kasper Jensen.

Birgitte then briefly summarized the essence of the last meeting's thematic discussion on language practice in a multilingual workplace.

Today's meeting started with a CAS Committee song on the occasion of 1 May.

2. Orientation on economics (Head of School Marie Vejrup Nielsen)

The budget was not yet in place, but will be reviewed at the first meeting after the summer holidays. In this connection, Marie would like the CAS committee's input on how the school management team can best communicate about finances to employees, including what level of financial knowledge is needed.

Members need informed preparation time to ask qualified questions about finances. Some want to know a lot, others very little. However, a level of transparency and openness is important to create trust and counteract fear and uncertainty in the organization.

At the next meeting, Marie will therefore make a test presentation, possibly with dilemma cases, which CAS Committee will subsequently evaluate and discuss.



3. WPA 2025 (Deputy Head of School Jakob Bek-Thomsen)

Jakob gave a brief status on CAS WPA results 2025 and on the process, timetable and the role of CAS Committee in the follow-up work.

The School's WPA results are generally positive. There is a positive development on several parameters since the last survey in 2022. In general, there is a high level of satisfaction and commitment in the core tasks. Most employees find that their work is meaningful and that they trust their immediate manager.

Despite the generally good results, there are still areas where the School must make a determined effort to improve working conditions and work culture.

The LSU, the school management team and the faculty's steering committee have held preliminary meetings and conclude that there is a to focus on psychological safety, the time needed to carry out tasks, stress, loneliness, sexism and bullying, as well as the MUS concept, which does not work optimally.

The WPA 2025 also shows that employees at CAS over 50 are less happy than other employees. This must also be addressed.

At the end of May, the FSU will hold a meeting where the further process will be determined. After this, the bodies at CAS and the departments can begin the follow-up work.

CAS Committee does not have an official role in the follow-up work, but the management would like to ask the committee members to support the local processes and report their experiences back to the committee. In addition, there is an openness to discuss what role the committee itself wants to assume.

CAS committee then asked clarifying questions and discussed, among other things, the importance of ensuring that the heads of departments have the right skills and authority to address the points to be discussed at department level.

A more in-depth discussion will be put on the agenda at a meeting in September.

4. THEME: Collegiality and communication at CAS (Vice-chairpersons Lauritz Aastrup Munch and Rithma Kreie Engelbreth Larsen)

CAS Committee wants to put more focus on collegiality and recognition of collegiality. The chairpersons therefore proposed that CAS Committee launches an award that is awarded once a year with a prize of DKK 5000.

The members of CAS Committee discussed the proposal and how it should be approached. There were divided opinions among the members about whether an award is a good idea, including a scepticism, whether such an award would recognise true collegiality, whether invisible collegiality would be overlooked and whether it is a correct way to encourage better collegiality in everyday life, or whether it would simply



make collegiality a competitive parameter. In addition, there were doubts about how the administrative staff is included.

There was a consensus that the prize should be given to a collegial community, not an individual, and if a prize committee is appointed, it must include all employee groups represented in the CAS Committee.

There was a proposal to make a "pilot prize" as a festive feature for the CAS summer party 2025, possibly with different categories and test whether the concept can bear an annual repeat.

The chairpersons took note of all input and would discuss the proposal internally once again.

5. Status of language practice at CAS (Birgitte Beck Pristed)

On the basis of the last meeting's discussion, the chairpersons have prepared a draft for a language practice. The draft was not yet ready for sharing. As soon as it is ready, it will initially be circulated to David, Claudia and Ana Paulla for review. After this, it will be presented at a meeting in the autumn.

6. CAMPUS 3.0 (Louise Fabian, Henrik Reintoft Christensen)

Louise and Henrik briefly talked about the latest workshop in the user groups. The two representatives were positive about the plans for the new campus and felt that both architects and project managers were very responsive to the groups' input.

You can follow the process on the website [here](#).

7. Planning for autumn meetings

There was a desire to keep the shorter meetings in the autumn and that meetings are held at different locations.

Themes to consider:

- The green agenda must not be forgotten
- Handling guests and collaborations with American researchers: Academic Freedom

8. Possibly.

Nothing to add.