

**Meeting date:** 28 June 2024 9.00 am till 12.30 pm.

**Meeting place:** AU's Conference Centre, Fredrik Nielsens Vej 4, 8000 Aarhus C, building 1427, room 149 (M1).

**Meeting subject:** PhD Committee meeting and seminar, Arts

*PhD representatives:* Catrine Sundorf Kristensen (vice chair), Niclas Nørby Hundahl.

*Academic representatives:* Anders-Christian Jacobsen (chair), Charlotte Appel, Katja Brøgger, Magdalena Regina Tyzlik-Carver, Camilla Skovbjerg Paldam.

#### *Cancellations*

Kirsten Elisa Petersen/VIP, Malis Ravn, Rithma Kreie Engelbreth Larsen, Hatice Nuriler and Jonathan Mastai Husum/PhD representatives.

*Observers:* Head of Graduate School Anne Marie Pahuus, Anders Gade Jensen (minutes) and Anna Louise Plaskett/PhD Admin team.

#### *Guests from 10.15 am*

PhD programme Directors: Jakob Bek-Thomsen, Lisanne Wilken, Pia Majbritt Jensen. Arts HR: Louise Søndergaard (HR-partner at IKS and IKK)

### **1. Agenda: A brief discussion regarding exemptions for page numbers will be added under item four.**

### **2. News from the Graduate School/GSA**

Anna Louise Plaskett (ALP) elaborated on the current status regarding casework at the Graduate School. We are expecting a relatively large influx of PhD students in the autumn compared to previous years.

Discussion about the coverage of courses in the particular PhD programmes.

Anne Marie Pahuus (AMP) noted that the economy overview has shown that the Graduate School has been running lower than the economy forecasts over the past few years. It has been decided to scale back the economy to the current level of about 250 students rather than the previously predicted forecasts. This will enable the funding to go into the department economy.

Efforts to ensure timely completion was discussed. Previous proposals to provide incentives to PhD students finishing on time have been thwarted due to the current economy. The international landscape is varied and comparison is difficult, but the time allotted to research and writing for Danish PhD students seems to be on the lower side internationally.

### **3. PhD courses**

Following up on previous discussions in the PhD committee, the generic courses were discussed in detail.



3a/b, CED courses: The course on Introduction to PhD Supervision is criticized in the evaluations regarding the connection between the writing part and research part of the PhD education.

The committee noted that the evaluation form at CED differs from GSA's. GSA evaluates all PhD courses using a Surveyxact form with standard questions.

3c: Library course: There were only two participants, so it is hard to assess from the evaluations how this course is performing.

3d: GDPR: The course participants seem to be happy. There seems to be some discrepancies in the evaluations about the availability of reading materials.

The PhD Committee decided, that all course managers/teachers will be asked to make a short summary reflecting on the evaluation reports. The administration will ensure this process.

The PhD Committee will make a draft of 4-5 questions at the next committee meeting for later approval by the Graduate School Management (PhD programme directors).

The committee had a brief discussion on page number requirements on the basis of two recent cases.

The GSA guidelines states that exceptions should be applied for at second semester. The committee discussed whether to reconsider the phrasing as well as the cap on pages overall. This will be taken up at a later meetings.

*Break – the meeting will continue in Danish.*

#### 4. **Krænkende adfærd**

Efter pausen sluttede ph.d.-programledere Jakob Bek-Thomsen, Lisanne Wilken og Pia Majbritt Jensen sig til ph.d.-udvalget.

Som opfølgning på seneste mødes drøftelse af VIVE-rapporten var Louise Søndergaard (Arts HR) inviteret som gæst til et oplæg om processerne og oplevelserne fra HR's side ved sager om krænkende adfærd.

På baggrund af LS's oplæg blev mulige ledelses- og organisatoriske tiltag drøftet blandt tilstedeværende.

Deltagerne spillede derefter dilemmaspillet udgivet af Faculty of Health.

I plenum derefter foreslog deltagerne, at Arts udvikler sit eget dilemmaspil baseret på konkrete cases fra Arts og opfordrede desuden, at LS udbreder sit oplæg i andre fora (ledelsen, LSU/LAMU mv.).

Ph.d.-udvalget drøftede vigtigheden af, at klare retningslinjer bakker op om ledelsen i håndteringen af sager, så ledelsen kan vurdere sagerne professionelt og ikke er overladt til egne subjektive pejlemærker. Det blev i den sammenhæng drøftet, om der skulle en uddannelsesdimension ind om krænkende adfærd i forbindelse med ansættelse af både vip og ledelse.

Ph.d.-udvalget drøftede også, at ph.d.-studerende kunne tilbydes en form for uddannende introduktion til disse aspekter.

Generelt blev der opfordret til at øge bevidstheden blandt kollegerne om at, det er OK at gribe ind, samt at gå i åben drøftelse om "nedarvede" udfordringer og tage dialogen om dem.

AMP og ALP ville tage diskussionerne og bekymringspunkterne med videre i relevante ledelsesfora.