



CORPORATE WORK ENVIRONMENT COMMITTEE (KAMU)

MEETING MINUTES

Notice: An AI solution has been used to translate the following meeting minutes. The meeting minutes are not approved. At any time, the approved Danish meeting minutes available on [DTU Inside](#) will be applicable.

Date: 28 May 2026

Time: 13.00-15.30

Location: LY101, meeting room 5

Attendees

President, Anders Overgaard Bjarklev, Chairperson

Technical project manager, Jakob Brinkø Berg, CAS DPP, Vice Chairperson

Head of Department, Malene Kirstine Holst, DTU Engineering Technology

Head of Administration, Søren Siggaard Knudsen, DTU Wind

Laboratory Technician, Bodil Madsen, DTU Food

Coordinator, Henrik Jensen, AIT

Head of Secretariat - NEST, Malte Marcussen, DTU Wind

Senior Executive consultant, Steen Larsen, DTU Chemical Engineering, work environment coordinator

Student, Hans Christian Maturell Henriksen, Polytechnic Association

Student, Anders Strøbæk, Polytechnic Association

Associate Professor, Bastian Epp, DTU Health Tech, Vice Chairperson of HSU, Observer

Corporate Work Environment Secretariat

Section Manager, Lars Villadsen, CAS AB

Development Consultant, Simone Clauwaert, CAS AB

Head of Office, Christina Colding Nedergaard, Corporate HR

Absent

Head of Department, Claus Helix-Nielsen, DTU Sustain

Head of Department, Erling Halfdan Stenby, DTU Chemistry

Associate Professor, Kasper Edwards, DTU Engineering Technology, nominee for the Work Environment Award



Guests

Engineer, Jacob Oskar Abildstrøm Bøg, DTU Energy, nominee for the Work Environment Award
Service Worker, Eva Prag, CAS Service Center, nominee for the Work Environment Award
Laboratory Technician, Malene Hessellund Dinesen, DTU Chemical Engineering, nominee for the Work Environment Award
Head of Diversity and PhD Coordinator, Sabrina Spangsdorf, DTU Compute, nominee for the Work Environment Award

Agenda

1. Welcome by the President Anders Bjarklev

- a) Nominees for this year's Work Environment Award
The President and KAMU welcomed the candidates nominated for the 2026 Work Environment Award.

The President expressed that work environment efforts at DTU are highly valued and are a strong focus across DTU's entire management. A good work environment ensures that we can:

- thrive, function, and be effective in our work
- return home safely and in good health from work

The Work Environment Award at DTU is presented to one or more individuals who have carried out an exceptionally significant preventive and/or improvement effort in relation to the working environment.

Per Munch Jakobsen, DTU Wind, received DTU's Work Environment Award at DTU's Annual Celebration, in recognition of his persistent commitment and outstanding efforts to promote the work environment, safety, and well-being at DTU. The President and KAMU would also like to thank the other dedicated individuals who were nominated for the Work Environment Award this year:

- Eva Prag, on behalf of everyone at Reception 101, CAS
- Jacob Oskar Abildstrøm Bøg, DTU Energy
- Kasper Edwards, DTU Engineering Technology
- Malene Hessellund Dinesen, DTU Chemical Engineering
- Sabrina Spangsdorf, DTU Compute

They all share a strong sense of commitment and persistence. In their daily work, they lead by example and act as role models - not only for their colleagues, but also for the many students at DTU.

The President and KAMU thanked the candidates for their extraordinary efforts and contributions to a healthy and safe working environment at DTU.

- b) Welcome to a new member of the Work Environment Secretariat - brief round of introductions
The President and KAMU welcomed Christina Colding Nedergaard, Group HR, who has joined the secretariat in place of Nina Fog. KAMU then held a brief round of introductions.

- c) Approval of the minutes from the previous KAMU meeting

Attachment 1: Minutes from KAMU meeting on 02.03.2026

The minutes from the previous KAMU meeting were approved without comments.

- d) Approval of the agenda

The agenda for the current KAMU meeting was approved without comments.

2. Safety Moment by Lars Villadsen, CAS AB

Review of the evacuation incident during DTU's Annual Celebration on Friday, 24 April 2026, with the aim of providing an overall overview of the course of events, consequences, and key lessons learned.

The evacuation covered Glass Hall B101, the Cafeteria B101, the PF corridor on the 1st floor of S-Huset, as well as Demant Hall B107. The two latter areas were evacuated on the initiative of students present and not as a result of an acoustic alarm.

The evacuation was carried out quickly and efficiently, with a total evacuation time of approximately 3 minutes. This indicates a high level of emergency management and an appropriate response among both staff and participants at the Annual Celebration.

Beredskab Øst arrived quickly and concluded that the alarm was caused by smoke from a smoke machine, and not by a fire.

The festivities resumed following approval, with only minimal disruption (approximately 12 minutes) and no injuries.

The incident has since provided important lessons learned, including the need for strengthened supplier management, clearer agreements regarding the use of effects such as stage smoke, improved operational management, and clear and consistent communication during evacuations.

Overall, the handling of the situation is assessed as professional and robust, while the incident has also contributed constructively to the further development and strengthening of DTU's emergency management for large-scale events.

KAMU discussed the incident, including attention to fire zones. The President and several members of KAMU were present during the incident, and the general experience was that the evacuation proceeded very efficiently.

The President expressed high praise for everyone involved in the planning and execution of the Annual Celebration and asked the Work Environment Secretariat to identify and convey recognition and thanks to the student who voluntarily and on own initiative made a particularly active contribution during the evacuation.

3. News from the Chairperson by the President Anders Bjarklev

- a) DTU's new Strategy

During the spring of 2026, the President will visit all university units and provide further information about DTU's new strategy for 2026-2031, as well as the upcoming work to translate this into initiatives and actions.

The President has looked forward to the dialogues with the university units, and in general the strategy has been well received, forming the basis for DTU's long-term development.

Following the visits to the university units, the President will provide DTU's Board of Governors with feedback on how the strategy has been received.

b) DTU is a member of the Sunflower Program

A good working and study environment is built on mutual respect. This applies regardless of function, role, and individual circumstances.

DTU has joined the Sunflower Program to support a safe working and study environment and to take responsibility for strengthening inclusion and equal opportunities in our study and work environments.

The Sunflower Program is an international initiative that makes invisible disabilities visible through a discreet symbol - the sunflower lanyard. This may include, for example, people with anxiety or ADHD. Wearing the green sunflower lanyard is a way of indicating that one may need extra consideration, time, and patience in daily life. Wearing a white sunflower lanyard shows support for the Sunflower Program. Wearing the sunflower lanyard is voluntary.

At DTU, everyone is expected to show patience and consideration towards colleagues and fellow students - with or without a sunflower lanyard.

The sunflower lanyard will be available at all DTU campuses from June, and further information will be available on [DTU Inside](#) shortly.

c) Bringing the SPS scheme in-house

DTU is currently preparing to bring the personal SPS support scheme in-house as a result of a decision by the Danish Agency for Higher Education and Science. The transition will take effect on 1 January 2027.

Over the past approximately eight years, the scheme has operated as a four-year tender arrangement under the National Agency for Education and Quality (STUK), with the Student Counselling Service acting as the provider of support to DTU's students.

With the transition, DTU will take over the tasks that have previously been handled by the Student Counselling Service.

The Student Counselling Service currently employs 19 psychologists/social workers to carry out this task for DTU, making this a significant organizational undertaking for AUS.

SPS support concerns assistance for students with psychological and neurological disabilities and is therefore closely related to wellbeing, the study environment, and the administrative support functions surrounding students.

A project has been established within AUS to ensure that DTU can take on the task 1 January 2027. The project is examining various models for the future solution, including both organizational models and technical support. Dialogue is underway with other universities regarding their experiences.

d) Safety regarding the light rail

The light rail will begin running through the DTU campus in June (testing), and from end of August it will operate every 5 minutes (regular service). Traffic lights have already been adjusted to the light rail's operation.

The light rail differs from both cars and bicycles, and it cannot brake quickly. This requires increased awareness from both employees and students:

- Only cross the tracks at designated crossing points.
- Look up from your phone and avoid wearing headphones so you can hear signals.
- Respect traffic signals when crossing the tracks and allow a little extra travel time.
- If you are driving on campus, do not stop on the tracks - even in traffic.
- There will be new signals, signs, and road markings - make sure you understand what they mean.

4. News from the Corporate Work Environment Secretariat by Lars Villadsen, CAS AB og Christina Colding Nedergaard, Corporate HR

a) Questions and comments on the information letter *DTU Work Environment Info*

Attachment 2: DTU Work Environment Info

In the latest edition of the information letter, information was provided about the Sunflower Program, the DTU Relay 2026, the Work Environment Award of the Year, a review of experiences with DTU's dialogue concepts, as well as walk & talk routes at DTU.

KAMU was encouraged to share DTU Work Environment Info locally within the university units.

b) Status of the DTU Health & Safety E-learning project

In connection with the DTU Health & Safety E-learning, CAS AB and AIT have entered a collaboration to develop a reporting module that will make it possible to extract statistics on how many employees within a university unit (at section level) have downloaded and completed the e-learning.

In addition, the project group is in dialogue with AUS and PF on how to ensure that the e-learning reaches students.

If needed, the e-learning can be developed on an ongoing basis, and Rambøll is currently exploring the possibility of developing a web-based solution that can be completed on a PC.

All employees are encouraged to complete the DTU Health & Safety E-learning as well as DTU's evacuation video (DTU Emergency Response), which is available in the same app; however, the decision rests locally with each university unit director. KAMU proposed sending information about the DTU Health & Safety E-learning to directors and administrative managers at the university units, along with a recommendation from KAMU that all employees complete the DTU Health & Safety E-learning as well as DTU's evacuation video (DTU Emergency Response).

c) DTU's Diversity Report 2025

DTU's Diversity Report 2025 was approved by the Executive Board on 27 May 2026. The Board of Governors will be informed at the board meeting on 18 June 2026, and HSU will be informed at the HSU meeting on 2 June 2026.

The report is available on [DTU Inside](#) in Danish and is currently being translated into English. The report will also be made available on www.dtu.dk.

Overall summary of the report is presented below:

General:

- DTU is on the right track
- Continued need for a long-term focus on gender balance at DTU

Internationalisation:

- 107 nationalities represented
- Overrepresentation of international staff from PhD to assistant professor level
- Initiatives: onboarding, leadership development, and study culture

Equality and pay:

- No significant gender pay differences (adjusted for relevant factors)

- Equal pay for equal work is functioning as intended
- Age diversity
- Balanced age composition among employees

Gender balance in the academic (VIP) career:

- Underrepresentation of women - increasing at higher academic levels
- Positive development in recruitment - also at professor level
- Targets:
 - 40% female bachelor's students
 - 35 - 40% female academic leaders (VIP managers)

Key initiatives:

- New evaluation and merit assessment practices (CoARA)
- Focus on bias in recruitment
- Requirement for diversity in candidate pools for professorships

Inclusive culture:

- Special focus in 2025:
 - Neurodiversity
 - DTU DEI Community and DTU DEI Day

KAMU discussed the above summary from the report and, among other things, inquired about flexible employment arrangements (e.g. part-time work).

The President stated that DTU is working with a continuous focus on diversity, equal access, and inclusion. Talent and quality are always the most important factors in an application, and DTU is a university for all who are able and willing to contribute.

d) **Annual report on the transport of dangerous goods at DTU 2025**

DTU carries out activities that involve the transport of dangerous goods, including packaging, loading, filling, and/or unloading.

In accordance with legislation (ADR), DTU has therefore appointed a safety adviser who provides guidance to DTU in relation to the transport of dangerous goods and ensures that the relevant regulations are complied with. In addition, the safety adviser is responsible for preparing an annual report for DTU, which is made available to national authorities upon request.

Below is an extract from the *Annual Report on the Transport of Dangerous Goods at DTU 2025*:

- In 2025, approximately 156 tons of dangerous goods were dispatched from DTU (approx. 135 tons in 2024).
- From 2021 to 2025, approximately 100 chemical waste responsible have been trained (mandatory chapter 1.3 training) - training is offered on an ongoing basis.
- HCS Transport & Spedition and Verdis collect dangerous goods/clinical waste and transport it to a receiving station, after which it is sent for treatment.
- Two ADR network meetings were held in 2025.
- ADRSYS is used for preparing transport documents.
- KEMIBRUG is used for the classification of dangerous goods (UN numbers).
- The annual report is sent to work environment coordinators in the relevant university units.

- CAS AB will launch a chemical clean-up campaign in 2026 (to be repeated annually).

e) DTU's dialogue concepts

Regarding DTU's dialogue concepts, a review of experiences has been carried out, organised with broad stakeholder involvement.

At the beginning of 2025, a working group was established with representatives from KAMU, HSU, and HR, which continued working on the review and provided recommendations to DTU on how the concepts can be strengthened.

The review shows broad support for dialogue as a shared approach, and work is now continuing on the following recommended implementation activities:

- Closer collaboration and increased coordination between the collaborative organisation and the work environment organisation.
- A more systematic approach to follow-up in the annual work environment discussions in AMU/ASU/LSU.
- Stronger alignment of leadership dialogue with the management hierarchy.
- The workplace assessment (WPA=APV) includes questions on both physical and psychosocial work environments.
- A revised annual cycle for the APV (questionnaire), well-being dialogue, and leadership dialogue.

The recommendations will be presented at the next meeting of the University Leadership and Management Forum.

Pause

5. Guideline for clothing for employees stationed in Greenland by Jakob Brinkø Berg, CAS DPP

A proposal was made to establish a working group with the purpose of developing guidelines for clothing for employees stationed in the Arctic and Greenland. The aim is to ensure appropriate clothing in relation to climate, work environment, and safety, as well as to ensure compliance with applicable regulations and collective agreements.

The working group will initially consist of three representatives from KAMU and one representative from HSU, with the possibility of support from the Corporate Work Environment Secretariat in relation to implementing the guideline.

The tasks of the working group will include mapping needs and experiences, gathering knowledge on legal requirements and collective agreement provisions, and preparing a draft of clear and practical guideline, which will subsequently be approved by KAMU and HSU.

Jakob will contact Henrik Jensen (AIT) and Claus Helix-Nielsen (DTU Sustain) regarding participation in the working group. Subsequently, Jakob will contact HSU (see slide).

6. News from the Work Environment Coordinator Network by Steen Larsen, DTU Chemical Engineering

Topics at the most recent quarterly meeting of the Work Environment Coordinator Network included, among others:

- Guideline for service providers.

- DTU Health & Safety E-learning.
- Internal competence development in the psychosocial work environment.
- DTU's dialogue concepts - review of experiences and recommendations.
- DTU is a member of the Sunflower Program.
- Documentation of work environment efforts.
- Work environment screening offered in autumn 2026.
- Working alone at DTU - as a general rule, working alone in laboratories, workshops, etc. is not recommended.

7. Approval of the Annual Report on the Work Environment at DTU 2025

- a) Reporting from the Psychological Counselling Service
by Christina Colding Nedergaard, Corporate HR

Appendix 3: Annual Report on the Work Environment

The purpose of the Psychological Counselling Service's annual report is to collect and communicate data-based knowledge, based on the year's inquiries, in a format that does not compromise confidentiality or the ability to maintain anonymity. The annual report presents the data and trends observed by the Psychological Counselling Service, which can contribute to a stronger basis for working with well-being at both central and local levels.

Key points from the Psychological Counselling Service's annual report are presented below:

- 196 inquiries in 2025 - a decrease of 10% (considered normal variation).
- The most frequent reasons for inquiries are stress (125), followed by reduced well-being and collaboration issues (39).
- Inquiries related to stress have increased by 17% - no clear pattern across DTU has been identified to explain the increase.
- The largest staff categories among those making inquiries are:
 - 67 PhD students
 - 24 postdocs
 - 33 academic/support staff (AC-TAP)
 - 16 associate professors
- There is continued demand for geographical flexibility and increased specialisation, and this trend continues into 2026:
 - Psychologists with professional specialisation, particularly within neurodivergence.
 - Psychologists with experience in counselling related to insecurity linked to the geopolitical situation.
 - Culturally informed counselling for employees working and living in another country, including the possibility of dialogue in their native language.
 - Greater geographical flexibility.
 - A desire for more than 10 hours of counselling. The offer includes up to 5 hours, with the possibility of extending an additional 5 hours (total of 10). After this, individuals are referred to other options, such as pension schemes, their general medical practitioner, or potential departmental funding.

Corporate HR is exploring and working on various initiatives aimed at preventing stress and reduced well-being. In addition to having an authorised psychologist available through the Psychological Counselling Service, DTU collaborates with Dansk Krisekorps to ensure rapid assistance and psychological support.

KAMU discussed the key points from the Psychological Counselling Service's annual report and noted, among other things, that it is important for everyone at DTU to be aware of the Psychological Counselling Service and the possibility of receiving support from it.

The overall Annual Report on the Work Environment at DTU 2025 was subsequently approved and commended by KAMU.

8. Roundtable Discussion

The following points of attention and considerations were mentioned:

- Attention to traffic light regulation in connection with the light rail.
- The importance of having tools and processes in place for handling difficult issues such as collaboration conflicts and grief - support can be obtained from Corporate HR.
- DTU maintains its position at the very top when engineers, technical professionals, and students assess Denmark's most attractive engineering workplaces. In *Ingeniøren's Profile Analysis 2026*, DTU is ranked as the third most attractive workplace for engineers in Denmark for the second consecutive year, surpassed only by LEGO and Novo Nordisk.

The President and KAMU emphasised the importance of a good physical and psychosocial work environment in connection with this recognition.

9. Any Other Business

No items were raised under Any Other Business.

The President thanked everyone for a good meeting and wished all participants a pleasant summer. The President looks forward to seeing them again at the KAMU Q3 meeting on 24 September 2026.