

For the Members of the Board

Executive Management
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November 17, 2017

Confidential Items are marked in grey and are only for the Board's own use. This applies to enclosures marked in grey as well.

The rest of this document and enclosures are Publicly Available Information.

Agenda for the IT University Board Meeting on Thursday, November 23, 2017, at 14:00 – 17:00, in Room 3A20/28, IT University of Copenhagen, Rued Langgaards Vej 7, 2300 Copenhagen S

Public items:

- 1. Approval of the Minutes from the Previous Meeting (decision)**
- 2. Follow-up on Result Targets and Strategic Targets (briefing)**
 - Enclosure 1:** Follow-up on Development Contract Targets for 2017, after Q3
 - Enclosure 2:** Follow-up on the Strategic Targets for 2017, after Q3
- 3. The Accounting of Third Quarter and the Prediction of the Result of the Year 2017 (briefing)**
 - Enclosure 3:** Accounts of the ITU, as per September 30, 2017
- 4. Plan of Actions/Targets 2018 (briefing)**
 - Enclosure 4:** Action Plans for 2017

Confidential items:

5.

6.

Public items:

- 7. Articles of Association of the IT University of Copenhagen – revision (decision)**

Enclosure 8a: Udkast til reviderede Vedtægter for IT-Universitetet i København (in Danish)

Enclosure 8b: Draft Articles of Association of the IT University of Copenhagen (in English)

8. ITU´s Communication to the Outside World on Research (briefing)

Confidential items:

9.

10.

11.

Public items:

12. Status on the Implementation of GDPR (General Data Protection Regulation) at the IT University of Copenhagen (briefing)

13. Questions Regarding Mail-delivered Briefings (briefing)

14. Any Other Business

The Executive Management´s Comments on the Agenda

Public items:

Item 1: Approval of the Minutes from the Previous Meeting (decision)

No comments to the minutes from the meeting on September 21, 2017, have been received.

Recommendation:

The Executive Management recommend that the minutes be approved.

Item 2: Follow-up on Result Targets and Strategic Targets (briefing)

Enclosure 1: Follow-up on Development Contract Targets for 2017, after Q3

Enclosure 2: Follow-up on the Strategic Targets for 2017, after Q3

Since the last board meeting, T5 (admission of students from other Danish institutions than ITU) has gone from yellow to green. T7 (global competence profiles) has gone from green to yellow, due to one missing competence profile, but the plan is to complete it by the end of the year, getting us back to green. All other colourings in Enclosure 1 are unchanged.

Concerning the strategic targets (Enclosure 2), T14 (Data Science admission, including number of women) has gone from yellow to green. This is a very important achievement. The remaining colourings in Enclosure 2 are unchanged.

Item 3: The Accounting of Third Quarter and the Prediction of the Result of the year 2017 (briefing)

Enclosure 3: Accounts of the ITU, as per September 30, 2017

We refer to the enclosure.

Item 4: Plan of Actions/Targets 2018 (briefing)

Enclosure 4: Action Plans for 2017

We refer to the enclosure.

Confidential items:

Item 5:

Item 6:

Public items:**Item 7: Articles of Association of the IT University of Copenhagen – revision (decision)**

Enclosure 8a: Udkast til reviderede Vedtægter for IT-Universitetet i København (in Danish)

Enclosure 8b: Draft Articles of Association of the IT University of Copenhagen (in English)

Due to an amendment (Better Workframe for Management) to the Danish University Act put into force by July 1, 2017, all universities need to implement the amendments before June 30, 2018.

The amendments lay down new procedures for appointment of the Chairman of the Board and the other external Board member, among other things:

- The Board can no longer appoint its Chairman; the Chairman is appointed by the appointment committee and must be approved by the minister.
- The Board can no longer be the appointment committee.
- The university (and not the Board) appoints an appointment committee and a recommendation committee.
- The appointment committee consists of
 - 5 external members
 - 1 representative for students
 - 1 representative for employees
 - 1 representative for external board members
- The recommendation committee consists of
 - The Chairman of the Board (Chair)
 - 1 external board member
 - 1 internal board member
 - 1 representative from the ministry
 - 2 members appointed by the appointment committee (cannot be members of the appointment committee, the board, employee or student at ITU).

In case a new Chairman of the Board must be appointed, the Chairman of the Board cannot be chair of the recommendation committee and another chair for the recommendation committee is appointed by the appointment committee (cannot be member of the Board, employee or student at ITU).
- Strategic framework contracts (4-year long as starting point) replace the development contract.

- Focus on strategy – the board is expected to a higher extent to be strategic sparring partner to the daily management and to administer the means of the university efficiently and to the best possible benefit of the university.
- Strengthening of the dialogue with the minister – the Chairman of the Board has a meeting with the minister at least twice a year.
- The Chairman of the Board must have experience with strategic management of large company/enterprise/organization and essential insight in societal circumstances.
- All external board members are expected to have a MSc or similar education, and at least one is expected to have experiences as an acknowledged researcher.

See the enclosure. Especially Appendix 1 needs thorough changes. The draft revision has been discussed with the Danish Agency for Institutions and Educational Grants. This does not imply that the document automatically at this point will be approved by the agency.

When the revised Articles of Association of the ITU has been finally approved and signed by the Danish Agency for Institutions and Educational Grants, the Executive Management will start the procedures of appointing an appointment committee and a recommendation committee to prepare the appointment of two new external board members before the end of September 2018.

Recommendation:

Executive Management recommend that the draft revision of the Articles of Association of the IT University of Copenhagen be approved and sent to the Danish Agency for Institutions and Educational Grants for further discussion or possibly approval and signing.

Item 8: ITU´s Communication to the Outside World on Research (briefing)

Head of Communication Camilla Rosengaard will give a briefing on the subject.

Confidential items:

Item 9:

Item 10:

Item 11:

Public items:

Item 12: Status on the Implementation of GDPR (General Data Protection Regulation) at the IT University of Copenhagen (briefing)

Pro-rector Jens Chr. Godskesen will give a verbal briefing on the status.

Item 13: Questions Regarding Mail-delivered Briefings (briefing)

- E-mail 2017-09-25: ITU Board's Self-evaluation 2017

Item 14: Any Other Business

Yours sincerely,

Gitte Gramstrup
Assistant to the Executive Management

Enclosure 1

Follow-up on Development Contract Targets for 2017

The report stated in the chart below represents the results after the third quarter 2017.

Signature:



The time and activity schedule of the target has been kept.



The time and activity schedule of the target has not been kept. However, it is still estimated that the target can be reached within the period, as the delays are not critical.









The time and activity schedule of the target has not been kept, and if the present development continues, it will not be possible to reach the target within the time frame.








The time and activity schedule of the target has not yet launched, or data is not yet available.

Target	Description	Comments	Status
T1	The average response of students to the quantitative questions in the course evaluation must be at least 4.75 on a scale from 1 to 6. This goes for each year of the contract period.	The Spring 2017 course evaluation score is 4.77. Based on the Autumn 2017 course evaluation there will be a follow-up after fourth quarter 2017.	

Target	Description	Comments	Status
T2	The IT University will reduce the average excess of study time for its BSc and MSc graduates in 2015 with 0.5 month compared to 2011; 1 month in 2016 compared to 2011 and 1.6 months in 2017 compared to 2011.	<p>The average excess of study time is calculated by the Ministry of Higher Education and Science to be 10.5 months in 2017 for the BSc and MSc graduates combined. This is a decrease of 1.1 month compared to 2011.</p> <p>The target is not achieved in 2017, but contrary, it is expected to be fully achieved in the future years.</p>	
T3	The unemployment rates of graduates graduating from the IT University 4-7 quarters earlier will in 2015 be at most 14 per cent, in 2016 at most 13 per cent and in 2017 at most 12 per cent.	<p>The unemployment rate for the MSc graduates who graduated from the IT University 4-7 quarters earlier is nine per cent.</p> <p>The target is achieved in 2017.</p>	
T4	The number of IT University graduates graduating from 0 to 10 years ago and working in the private sector must be at least 75 per cent of the employed graduates. This applies to every year of the contract period.	<p>It's too early to measure this target.</p> <p>There will be a follow-up after fourth quarter 2017.</p>	
T5	The number of admitted MSc students, who qualified at a Danish educational institution other than the IT University must be at least 230. This applies to every year of the contract period.	<p>291 of the admitted MSc students qualified at another Danish educational institution than the IT University.</p> <p>The target is achieved in 2017.</p>	

Target	Description	Comments	Status
T6	<p>During 2015, the IT University will formulate a strategy of how the university consciously exploits the many different educational backgrounds from the MSc students. By the end of 2017, at the latest, the IT University will have formulated and carried out the actions, processes and procedures for the plans to implement the strategy.</p>	<p>A proposal for a structural revision of the MSc study programmes was considered and the Executive Management adopted various action plans for the various parts of the proposal at the end of 2016.</p> <p>In 2017, work continues according to the action plans and different initiatives have been carried out in the first part of the year. Work is progressing as planned.</p>	
T7	<p>The profile of global competences and related activities of the BSc and MSc programmes are evaluated each year of the contract period and a plan of action is made for the following year. These plans must be approved by the Head of Studies.</p>	<p>A Global Competence Profile must be made for the new BSc Study Programme Bachelor in Data Science.</p> <p>For all other BSc and MSc programmes the profiles of global competences and related activities have been evaluated and plans of action have been made for the following year.</p> <p>There will be a follow-up after fourth quarter 2017.</p>	

Target	Description	Comments	Status
T8	At the end of 2016, there exist Programme-Specific Employers' Panels Reports for all study programmes. At the end of 2017, the Executive-level Employers Panel expresses in their annual report that the university to a satisfactory degree adjusts its portfolio of study programmes to match employers' needs.	<p>On a scale from 1 to 6 where 1 is "strongly disagree" and 6 is "strongly agree" the IT University gets an average score on 4.7 to the question: "Overall, the IT University's study programmes give the students the competences needed for the future job market". This analysis is given by the Programme-Specific Employers' Panels in the 2017 Executive-level Employers' Panel Report.</p> <p>Furthermore, the Executive-level Employers' Panel states: "Generally, the Programme-Specific Employers' Panels are very satisfied with the IT University's effort and think there is a solid interest in receiving and implementing the recommendations given by the panels".</p> <p>The target is achieved in 2017.</p>	
T9	The total usage of external funding divided by the number of senior-faculty FTE must be at least 650,000 DKK in 2015, 800,000 DKK in 2016 and 1,000,000 DKK in 2017.	<p>The target is to spend 1,000,000 DKK per senior-faculty FTE of which there are 55. The total spending after the third quarter is 16,028,000 DKK corresponding to 291,200 DKK per senior-faculty FTE.</p> <p>It is estimated that the total usage of external funding will be 22,930,000 DKK in 2017 corresponding to 417,000 DKK per senior-faculty FTE and a target fulfillment of 42 per cent.</p>	

Target	Description	Comments	Status
T10	The number of PhD students admitted during the year should be at least 14 in 2015, 18 in 2016 and 22 in 2017.	<p>12 PhD students are admitted. Further two PhD students are expected to be admitted and one more student and four double degree students may be admitted this year totaling at most 19 admitted PhD students in 2017.</p> <p>It is very unlikely, that the target will be achieved.</p>	
T11	The number of people admitted as PhD students at the IT University in the year in question, without receiving an ordinary PhD scholarship, will be at least two in 2015, three in 2016 and four in 2017.	<p>Two tuition fee-free PhD students and two Industrial PhD students are admitted.</p> <p>The target is achieved in 2017.</p>	
T12	The number of bibliometric points divided by the number of faculty FTE reported to the Universities Denmark Statistics will be at least 1.85 in 2015, 1.96 in 2016 and 2.08 in 2017.	<p>It's too early to measure this target for 2017. The result will not be known until 2018.</p> <p>In 2016, 235.71 bibliometric points were earned by 87.41 faculty FTE corresponding to 2.70 bibliometric points per faculty FTE.</p> <p>The target was achieved in 2016.</p>	

Enclosure 2

Follow-up on the Strategic Targets for 2017

The report stated in the chart below represents the results after the third quarter 2017.

Signature:



The time and activity schedule of the target has been kept.



The time and activity schedule of the target has not been kept. However, it is still estimated that the target can be reached within the period, as the delays are not critical.






The time and activity schedule of the target has not been kept, and if the present development continues, it will not be possible to reach the target within the time frame.



The time and activity schedule of the target has not yet launched, or data is not yet available.

Target	Description	Comments	Status
T13	The IT University admits at least 140 students on the Study Programme Bachelor in Software Development in 2017. Quota 1 applicant's grade points are at least 7.0 and at least 25 of the admitted students are women.	In 2017, 147 students are admitted on the Study Programme Bachelor in Software Development. Quota 1 applicant's grade points are at least 8.5 and 32 of the admitted students are women. The target is achieved.	

Target	Description	Comments	Status
T14	The IT University admits at least 50 students on the Study Programme Bachelor in Data Science in 2017. The grade point for all admitted through quota 1 is at least 7.0 and at least 15 of the admitted students are women.	In 2017, 56 students are admitted on the Study Programme Bachelor in Data Science. Quota 1 applicant´s grade points are at least 8.0 and 15 of the admitted students are women. The target is achieved.	
T15	ITU as a whole lives up to the performance standards set by the PP-model, i.e., the total number of PP points produced by the institution as a whole should be greater than or equal to the performance points prescribed by the PP model.	It´s too early to measure this target. There will be a follow-up after fourth quarter 2017.	
T16	The IT University admits at least 40 students on its Master in IT Management Programme in 2017.	In 2017, 48 students are admitted on the Master in IT Management Programme. The target is achieved.	

Enclosure 3

Accounts of the IT University of Copenhagen, as per September 30 2017

This report presents the third quarter actual accounts and the revised forecast of October 2017 including a cash flow forecast and revised assumptions and uncertainties.

Table 1 shows an overview of income, costs and equity over a three year period. Executive Management expects the year-end result to decrease from DKK -1.9 M to DKK -3.6 M compared to the FCST per June 30 2017. Most notable, income has decreased from FCST 2017 per June 30 to FCST 2017 per September 30 with DKK 8.0 M, but compared with Budget 2017, income has improved, which is mainly due to the significant study progress of MSc students. We elaborate on income and costs in the section *Third quarter financial follow-up*.

Table 1: Overview of income, costs and equity

Financial items (KDKK)	Actual 2015	Actual 2016	Budget 2017	FCST 2017 August	FCST 2017 October
Income	281,452	263,243	261,756	277,628	269,633
Personnel costs	-156,294	-160,434	-172,481	-178,515	-175,526
Other operating costs	-106,413	-96,452	-100,622	-103,741	-100,374
Profit from ordinary operations	18,745	6,357	-11,348	-4,628	-6,267
Financial income and costs	1,809	2,815	1,395	2,690	2,690
Profit, year-end	20,554	9,172	-9,953	-1,938	-3,577
Equity, end-year	69,115	78,287	68,335	76,350	74,711
Equity/income ratio	0.25	0.30	0.26	0.28	0.28

Table 2 shows the forecast on staff. The net increase in Full-time department staff reflects an alignment of staff to course manning schedules. The table also shows that the Departments expect to hire more non-senior researchers and less senior researchers. Table 2 also shows a significant fall in FTEs, mainly caused by a fall in Externally research, that effects Externally funded research staff. After the third quarter, the Department of Finance and Personnel has thoroughly checked the personnel costs of each new department and matched it to the staff forecast.

Table 2: Staff forecast

Staff Forecast (FTE)	August	Change	October
Full-time senior researchers	57.1	-2.0	55.0
Full-time non-senior researchers	57.9	3.4	61.3
Full-time department staff	115.0	1.3	116.3
Part-time external lecturers	12.9	-0.1	12.8
Part-time other	30.5	1.0	31.5
Part-time department staff	43.4	0.9	44.2
Externally funded research staff	35.7	-7.4	28.3
Technical and administrative staff	139.6	1.4	141.0
Staff total	333.7	-3.8	329.9

Third Quarter financial follow-up

In Table 3, we show the estimated income and cost compared to actual accounts at the end of the third quarter, and the latest Forecast from October. In general, the estimate per September 30 is equal to three quarters of the forecast from August. We elaborate on deviations and changes above DKK 0.5 M for each budget item in the following sections.

Table 3: Break down of income and costs

Budget items (KDKK)	Estimate per Sep 30	Actual per Sep 30	Deviation per Sep 30	FCST 2017 August	Change	FCST 2017 October
Government grants	176,060	175,739	-321	234,746	-428	234,318
Tuition fees	6,167	5,196	-971	8,223	-1,294	6,928
External research funding	21,602	16,028	-5,574	28,803	-5,873	22,930
Facilities subleasing	1,480	1,121	-359	1,973	-750	1,223
Other income	2,913	3,337	425	3,883	350	4,233
Income	208,221	201,422	-6,799	277,628	-7,995	269,633
Personnel costs	69,026	66,031	-2,995	92,035	185	92,221
Other operating costs	8,030	5,762	-2,268	10,707	-415	10,292
Departments	77,056	71,793	-5,263	102,742	-230	102,512
Personnel costs	12,745	10,363	-2,382	16,994	-3,465	13,529
Other operating costs	3,672	2,701	-971	4,896	-998	3,898
External research	16,418	13,064	-3,354	21,890	-4,463	17,427
Personnel costs	52,115	50,938	-1,177	69,487	291	69,777
Other operating costs	25,332	22,476	-2,857	33,777	-651	33,126
Technical and administrative departments	77,447	73,413	-4,034	103,263	-360	102,903
Building	39,844	38,090	-1,754	53,125	-250	52,875
Management pools	0	0	0	1,236	-1,053	183
Ordinary operating costs	210,765	196,360	-14,405	282,256	-6,356	275,900
Profit from ordinary operations	-2,544	5,062	7,606	-4,628	-1,639	-6,267
Financial income and costs	2,018	1,874	-144	2,690	0	2,690
Profit	-526	6,935	7,462	-1,938	-1,639	-3,577

Departments consists of Computer Science, Digital Design, Business IT, the Study Board, the PhD School and the Library.

Technical and administrative departments consists of Student Affairs and Programmes, Research Support and Learning Support, the Communication Department, the IT Department, Facilities Management, the Department of Finance and Personnel, Executive Management and finally provisions for holiday pay, parental leave, taxes and other company matters.

Building consists of rent including property taxes and other building costs according to the Danish Facilities Management Benchmark (DFM-benchmark). The DFM-benchmark includes costs for building maintenance, installations, utility companies, cleaning, security and other services.

Government grants and tuition fees (-1.7 M)

Actual income is below the estimate per September 30 by DKK 1.3 M.

As we show in table 4, student activity decreases by DKK 1.7 M, caused by a fall in completion of part-time students. An earlier record of part time student activity forecast, and a later invoicing of 2017 fall courses, is the main explanation for the fall.

The Study Progress Reform has motivated especially MSc students to complete their education faster and thus count towards an increase in students FTEs and completion bonuses. In 2017, we expect the IT University to fulfil the target of the Study Progress Reform, and thus the Government will not reduce completion bonuses of IT University. In order to keep the sector wide budget within the Finance Act, the Government may later on announce a general rate reduction.

Table 4: Student activity forecast

Study Activity Forecast	August		Change		October	
	units	KDKK	units	KDKK	units	KDKK
Students, BSc	538	49,667	-1	-117	536	49,550
Students, MSc	779	71,985	2	138	781	72,124
Students, guests and foreign scholarship students	37	4,479	-1	40	36	4,519
Students, full-time (FTE)	1,353	126,131	-1	61	1,352	126,192
Students, part-time (FTE)	89	10,747	-14	-1,636	75	9,111
Completion, BSc + MSc	427	15,247	22	671	449	15,918
Other student activity		1,070		-819		252
Total income from study activity		153,195		-1,723		151,473

External research funding (-5.9 M)

Actual income is below the estimate as per September 30 by DKK 5.6 M. All funds expected in 2017 are secured, but the main cause for the fall of DKK 5.9 M is a miscalculation of DKK +2.5 M in the forecast from April and August, which is corrected in the forecast from October. Secondly, the fall is due to a prolonged staff recruitment process, resulting in projects being postponed. Compared to the 2017 Budget of DKK 24.5 M, the fall is DKK 1.6 M, due previous mentioned postponements of projects.

Facilities subleasing and other income (-0.4 M)

The actual income follows the estimate as per September 30.

Currently, we do not offer vacancies for subleasing and have adjusted the forecast accordingly. It is most likely, that the strategic growth in education and research will require additional space for students and staff.

Other income rises due to new activities at ITU Professional Courses.

Departments (-0.2 M)

The actual spending is below the estimate as per September 30 by DKK 5.3 M. We expect department activities will pick up in the last quarter of the year as in previous years.

External research (-4.4 M)

Actual spending is below the estimate as per September 30 by DKK 3.4 M.

We adjust the external research spending downwards by DKK 4.5 M, to match the decrease in funding.

Technical and administrative departments (-0.4 M)

The actual spending is below the estimate as per September 30 by DKK 4.0 M.

Department heads plan some significant purchases of equipment in the last quarter of the year. In addition, we expect fewer expenses than the current department budgets, and made a general cost reduction of 1 pct. of revenues in 2017.

Building (-0.3 M)

The actual spending is below the estimate as per September 30 by DKK 1.8 M

We have made no significant adjustments to the building costs in forecast October.

Management pools (-1.1 M)

Management pools have dropped by DKK 1.1 M, which reflects transfers to other budget items in order to support strategic actions.

Financial income and costs

Financial income follows the estimate as per September 30. Gain and loss on investments will fluctuate further during the year.

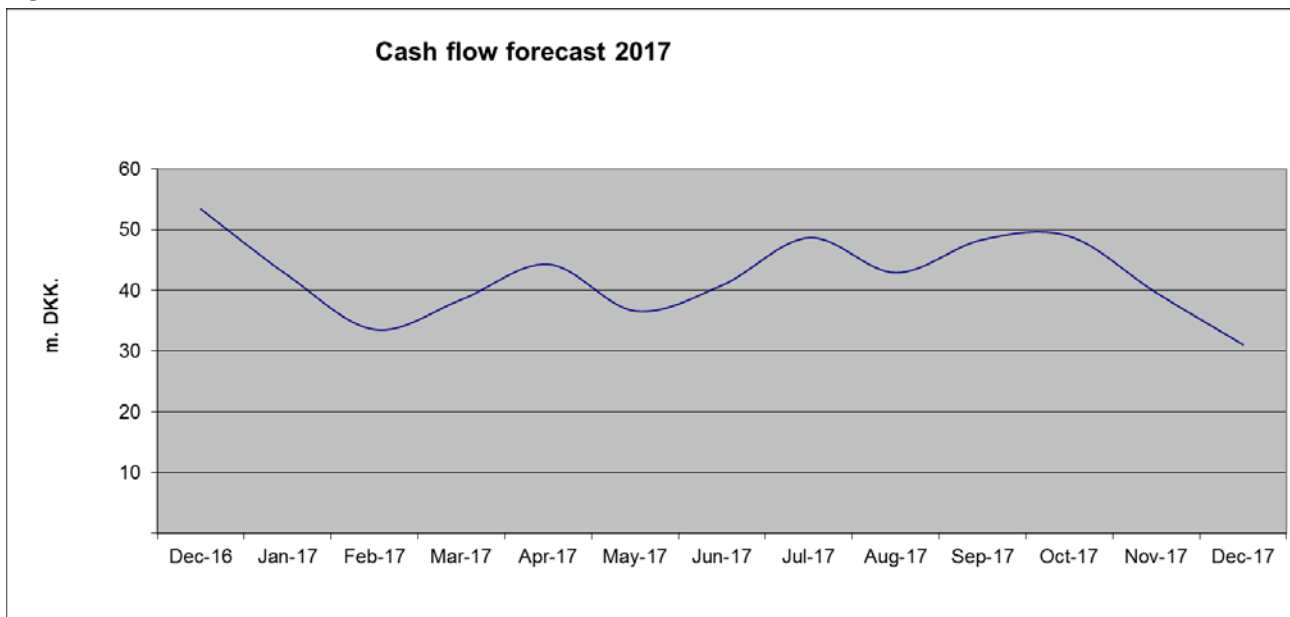
Cash flow forecast

The exceptionally high cash holdings by the start of the year is due to prepayments of external research funding of DKK 20.8 M in 2016, which have been transferred to our partners throughout the first quarter of 2017. Furthermore, the additional government grant for research of DKK 6.0 M and the positive result of 2016 also contribute to a rise in cash holdings.

The cash flow forecast below shows a positive cash flow throughout the year. The Department of Finance and Personnel monitors the cash flow regularly, and advises Executive Management on cash transfers to the investment portfolio.

The cash flow peaks low in February, May, August and November due to the quarterly payments of rent and due to the annually property tax payment in January. By the end of the year, cash holdings decline further due to annual payments of large operating agreements.

Figure 1: Cash flow forecast



Assumptions and uncertainties

In general, government grants are subject to the over-all inherent uncertainty of end year adjustments to government grants for education according to the Finance Act. The student activity forecast shows a significant rise in MSc student completions in 2017 due to the Study Progress Reform. At other universities, student activity and completions are significantly higher than expected as well. This sector wide rise may result in a reduction of the Government Finance Act rates of 2017. Partly, because the completion bonus pool is a fixed amount, and partly because the Minister of Higher Education and Research must comply with the National Budget for Education regardless of higher student activity.

The external research funding forecast from September assumes that the Department carries out project activities with further delays. Any further grants awarded this year are not expected to start spending until next year.

Expected capital gain on investments is estimated at DKK 2.7 M for now. However, the capital markets are somewhat volatile, and the actual bond prices at the end of the year might significantly influence the year-end result.

Enclosure 4

November 6, 2017

Action Plans for 2018

Executive Management

Every year in the period of the duration of the ITU Strategy 2017-21, Executive Management will decide on a number strategic actions supporting the implementation of the strategy.

Executive Management proposed a tentative list of strategic actions for 2018. The Group of Managers discussed the proposal at a meeting ultimo August 2017, followed by a hearing in the same group. The input from the hearing lead to changes of the actions. The final list of actions was presented for and approved by the Group of Managers at a meeting ultimo October.

It is up to the overall responsible for an action to plan and prepare for the execution of the action.

Below is the approved list of actions for 2018 with the overall responsible mentioned in square brackets.

Diversity

- Better support for a wide variety of student backgrounds [Head of Studies]
- Recruitment of more female scientific staff [Heads of Department]
- Development of a code of conduct for students [Head of Studies]

Education

- Integrate new digital tools in teaching [Head of Studies]
- Proposal for an MSc in Data Science [Head of Computer Science]
- Proposal for a Professional MSc (DK: "erhvervs kandidatuddannelse") [Head of Studies]
- Establish a common specialization at MSc level across departments [Head of Digital Design]

Development of research areas

- Establish a Center for Information Security [Head of Computer Science]
- Establish a Blockchain Competence Center [Head of Business IT]
- Create a Competence Centre for Public IT Projects [Head of Computer Science]
- Create a Competence Centre for Digitalization from a Digital Design perspective [Head of Digital Design]
- Strengthening ITU data science research [Head of Computer Science]

Research

- Increase ITU's volume of externally funded research [Pro-rector]
- Sparring with selected researcher about attracting external funding (SparkIT) [Pro-rector]
- Better marketing of what ITU research can offer to companies [Pro-rector]

- Implementation of policy for research data management [Pro-rector]

Innovation

- The Open Entrepreneurship project [University Director]

Personel

- Mentoring of assistant professors' and postdocs' research [Head of Digital Design]
- Establishment of Board Appointment Committee and Recommendation Committee [Vice-Chancellor]
- Appointment of board members [Appointment Committee]
- Employment of Vice-Chancellor [Board/University Director]

Internal processes

- Digitalization and improvement of internal work processes [Head of Finance]
- GDPR implementation [Pro-rector]
- Strengthening IT security [Head of IT]
- IT governance [Head of IT]
- Increased efficiency of the making of the long term course manning plan [Heads of Department]

External relations

- Ensure base funding for growth [Vice-Chancellor]
- Strengthen communication with external collaborators [Head of Communications]
- Alumni strategy [Head of Communication]
- Strategy for private funds [Pro-rector]
- Development of IT teaching in high schools and schools [Vice-Chancellor]

Enclosure 8a

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UDKAST VEDTÆGTER

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for
**IT-Universitetet i København (ITU)
(IT University of Copenhagen)**

I medfør af § 13, stk. 1, i lov om universiteter (universitetsloven), jf. lovbekendtgørelse nr. 261 af 18. marts 2015, som ændret senest ved lov nr. 699 af 8. juni 2017 og lov nr. 700 af 8. juni 2017, fastsættes:

I. Navn og hjemsted

§ 1

Universitetets navn er "IT-Universitetet i København" (ITU), på engelsk "IT University of Copenhagen". IT-Universitetet er en statsfinansieret selvejende institution med hjemsted og værning i Københavns Kommune. IT-Universitetet er omfattet af uddannelses- og forskningsministerens tilsyn.

II. Formål

§ 2

IT-Universitetet har til formål at drive forskning og give forskningsbaseret uddannelse indtil højeste internationale niveau inden for informationsteknologi. IT-Universitetet skal tilstræbe et offentligt/privat samspil i såvel uddannelse som forskning og fremme værdiskabelsen med it i Danmark. Med grundlag i sin forskning kan IT-Universitetet udføre opgaver for en minister efter aftale med denne. IT-Universitetet skal udvikle og gennemføre uddannelsesprogrammer, der er attraktive for et stort antal personer, og som er egnet til at bibringe dem it-kompetencer, der er relevante i forhold til den til enhver tid værende efterspørgsel. IT-Universitetet skal desuden gennem sin forskning bidrage til videnskabelig uddannelse og forskningsbaseret innovation.

III. Økonomisk grundlag

§ 3

Det økonomiske grundlag for IT-Universitetet tilvejebringes fortrinsvis ved uddannelses- og forskningsministerens tilskud til undervisnings-, forsknings- og formidlingsvirksomhed og andre opgaver, som er henlagt til IT-Universitetet, herunder ved uddannelsestaxameterbevillinger, midler fra private, forskningsmidler fra nationale og EU-forskningsprogrammer samt indtægtsdækket virksomhed.

IV. Organisatoriske forhold

§ 4

IT-Universitetet ledes af en bestyrelse og en direktion. Direktionen består af mindst en rektor og en prorektor eller universitetsdirektør. IT-Universitetet har desuden et antal institutter og et antal administrative afdelinger. Institutternes og afdelingernes antal og levetid, samt hvem institutlederne henholdsvis afdelingslederne refererer til, fastlægges og ændres af bestyrelsen efter indstilling fra rektor. Den til enhver tid gældende organisationsplan beskrives i et særskilt dokument, Organisationsoversigten. Hvert institut har en institutleder, og hver afdeling har en afdelingsleder, der har personaleledelsesansvaret for instituttets henholdsvis afdelingens medarbejdere. Institutlederen henholdsvis afdelingslederen refererer til et medlem af direktionen, med mindre andet fremgår af Organisationsoversigten.

Stk. 2. Den til enhver tid gældende Organisationsoversigt for IT-Universitetet offentliggøres på IT-Universitetets hjemmeside.

Stk. 3. Medbestemmelse og medinddragelse af medarbejdere og studerende sikres bl.a. gennem IT-Universitetets kollegiale organer, grupper og udvalg. De til enhver tid eksisterende kollegiale organer, grupper og udvalg samt disses sammensætning er beskrevet i IT-Universitetets organisationsplan og på dets intranet.

A. Ledelse

Bestyrelsen

§ 5

IT-Universitetets bestyrelse består af 1 formand og 8 medlemmer. Formanden og 4 medlemmer er ~~udfrakommende~~eksterne, 1 medlem er valgt af og blandt IT-Universitetets videnskabelige personale, herunder ansatte ph.d.-studerende (VIP-medlem), 1 medlem er valgt af og blandt det teknisk-administrative personale på IT-Universitetet (TAP-medlem), og 2 medlemmer er valgt af og blandt de studerende på IT-Universitetet.

§ 6

De 5 ~~udfrakommende~~eksterne medlemmer af bestyrelsen ønskes repræsenteret ved begge køn, jf. Lov om ligestilling af kvinder og mænd, og udpeges i deres personlige egenskab for en periode på 4 år af det nedsatte udpegningsorgan efter indstilling fra det nedsatte indstillingsorgan, jf. den i tillæg 1 beskrevne procedure. Genudpegning kan finde sted én gang. Medfører genudpegning at et ~~udfrakommende~~eksternt medlems udpegningsperiode forlænges uden afbrydelse, kan genudpegningen besluttes af ~~den siddende bestyrelse~~udpegningsorganet ~~uden efter~~ den i tillæg 1, § 1, stk. 6, beskrevne udpegningsprocedure. Genudpegning af bestyrelsesformanden forelægges til ministerens godkendelse.

Stk. 2. VIP-medlemmet vælges af og blandt det videnskabelige personale på IT-Universitetet, herunder ansatte ph.d.-studerende, for en periode på 4 år med mulighed for genvalg højst én

gang. Valgbar og stemmeberettiget er enhver person, der er ansat på IT-Universitetet til at forske eller undervise, og som har kontrakt på ansættelse i minimum 1 år frem fra tidspunktet for valgets afholdelse.

Stk. 3. TAP-medlemmet vælges af og blandt det teknisk-administrative personale på IT-Universitetet for en periode på 4 år med mulighed for genvalg højst ~~4~~én gang. Valgbar og stemmeberettiget er enhver person, der er ansat på IT-Universitetet som teknisk-administrativ medarbejder, og som har kontrakt på ansættelse i minimum 1 år frem fra tidspunktet for valgets afholdelse.

Stk. 4. De studerende vælges af og blandt de studerende på IT-Universitetet for en periode på 2 år med mulighed for genvalg højst ~~4~~én gang. De studerende vælges forskudt således, at én vælges i ulige år og én i lige år. ~~Ved valget i overgangsåret 2012 vælges én studerende for en periode på 1 år uden mulighed for genvalg, og én studerende for en periode på 2 år med mulighed for genvalg 1 gang.~~ Valgbar og stemmeberettiget er enhver studerende, som er optaget og indskrevet på en bachelor-, kandidat-, master- eller diplomuddannelse på IT-Universitetet, såvel den første i den måned, hvor der udskrives valg, som på tidspunktet for valgets afholdelse.

Stk. 5. Ved afholdelse af valg til bestyrelsen følges de til enhver tid gældende regler for valg på IT-Universitetet.

~~Stk. 6. Bestyrelsen vælger blandt de udefra kommende medlemmer en formand.~~

Stk. ~~7~~6. Bestyrelsen kan ~~herudover~~ beslutte blandt de ~~udefra kommende~~eksterne medlemmer at vælge en næstformand.

§ 7

Bestyrelsen er IT-Universitetets øverste myndighed og har ansvaret for den overordnede og strategiske ledelse af universitetet. Bestyrelsen har det overordnede ansvar for, at universitetet driver forskning og giver forskningsbaseret uddannelse indtil højeste internationale niveau inden for sine fagområder. Bestyrelsen har det overordnede ansvar for, at universitetets forskning og uddannelser udvikles løbende. Bestyrelsen skal forvalte universitetets midler effektivt og til størst mulig gavn for samfundet. Bestyrelsen varetager IT-Universitetets interesser som uddannelses- og forskningsinstitution, fastlægger retningslinjer for dets organisation, langsigtede virksomhed og udvikling samt sikrer, at der er medbestemmelse og medinddragelse af medarbejdere og studerende i væsentlige beslutninger.

Bestyrelsen

1. ~~_____~~ forvalter IT-Universitetets midler sådan, at de bliver til størst mulig gavn for IT-Universitetets formål,

Enclosure 8a

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~~2-1.~~ godkender efter indstilling fra rektor IT-Universitetets budget, herunder fordeling af de samlede ressourcer og principperne for ressourcernes anvendelse, og underskriver IT-Universitetets regnskab,

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~~3-2.~~ foretager efter oplæg fra rektor løbende opfølgning og kontrol af IT-Universitetets regnskab og økonomi,

~~4-3.~~ fastlægger IT-Universitetets uddannelsesudbud, idet oprettelse af nye uddannelser og/eller linjer imidlertid skal prækvalificeres, akkrediteres og godkendes i henhold til lov om akkreditering af videregående uddannelsesinstitutioner og universitetsloven eller ved udbud i udlandet efter udenlandske kvalitetssikringssystemer med efterfølgende godkendelse i Styrelsen for ~~Videregående Uddannelser~~ Forskning og Uddannelse,

~~5-4.~~ godkender efter indstilling fra rektor overordnede retningslinjer for optagelsesprocedurer,

~~6-5.~~ er overordnet ansvarlig for legalitetskontrollen og bevillingskontrollen,

~~7-6.~~ fastsætter i tillæg 1 til disse vedtægter procedurer for indstilling og udpegelse af bestyrelsesformanden og de øvrige udefrakommende eksterne bestyrelsesmedlemmer,

~~8-~~ udpeger de udefrakommende bestyrelsesmedlemmer i overensstemmelse med procedurerne i tillæg 1,

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~~9-~~ vælger formanden for bestyrelsen blandt de udefrakommende medlemmer af bestyrelsen,

~~10-7.~~ beslutter, om der blandt de udefrakommende eksterne medlemmer skal udpeges en næstformand for bestyrelsen,

~~11-8.~~ ansætter og afskediger rektor for IT-Universitetet,

~~12-9.~~ ansætter og afskediger efter indstilling fra rektor øvrige direktionsmedlemmer,

~~13-10.~~ fastsætter i tillæg 2 til disse vedtægter ansættelses- og afskedigelsesprocedurer for rektor, prorektor, universitetsdirektør og institutledere samt udpegnings- og afsættelsesprocedurer for studieledere og ph.d.-skoleledere,

~~14-11.~~ fastsætter og ændrer organisationsplan efter indstilling fra rektor,

~~15-12.~~ fastlægger efter indstilling fra rektor nærmere valgregler for valg af VIP-medlemmer, TAP-medlemmer og studerende til de relevante kollegiale organer,

~~16-13.~~ udarbejder ændringer til IT-Universitetets vedtægter, som godkendes af ~~uddannelses- og forskningsministeren~~ Styrelsen for Institutioner og Uddannelsesstøtte,

~~17-14.~~ udarbejder forretningsorden for bestyrelsen og ændringer hertil,

~~18-15.~~ indgår ~~-efter oplæg fra rektor udviklingskontrakt med uddannelses- og forskningsministeren om IT-Universitetets virksomheden~~ strategisk rammekontrakt med ministeren. Den strategiske rammekontrakt skal indeholde strategiske mål for universitetets opgaver, og

~~19-16.~~ indgår – hvis relevant – aftale om udførelse af opgaver for en minister.

Stk. 2. Bestyrelsen kan i overensstemmelse med almindelige regler bemyndige bestyrelsesformanden til at træffe beslutninger på bestyrelsens vegne. Bestyrelsesmøder afholdes efter behov, dog minimum 3 gange om året.

Stk. 3. Formanden for bestyrelsen og de øvrige ~~uddefra kommende~~ eksterne bestyrelsesmedlemmer modtager særskilt vederlag i overensstemmelse med statens regler.

§ 8

Bestyrelsesmøderne er offentlige. Sager, der er omfattet af lovgivningens bestemmelser om tavshedspligt i forvaltningen, alle personsager og sager, hvori indgår oplysninger om kontraktforhandlinger med private eller tilsvarende forhandlinger med offentlige samarbejdspartnere, skal dog behandles for lukkede døre. Sager kan i øvrigt behandles for lukkede døre, hvis det på grund af sagens beskaffenhed eller omstændighederne i øvrigt findes nødvendigt.

Stk. 2. Bestyrelsens mødemateriale, herunder dagsordener og referater, skal – under iagttagelse af gældende retsregler – gøres offentligt tilgængeligt.

Stk. 3. Sager, der er omfattet af lovgivningens bestemmelser om tavshedspligt i forvaltningen, må ikke offentliggøres. Et dokument eller en oplysning, der er en del af en sag, der er undergivet tavshedspligt, skal dog gøres offentligt tilgængelig i overensstemmelse med stk. 2, såfremt dokumentet eller oplysningen ikke i sig selv er tavshedsbelagt.

Stk. 4. Personsager og sager, hvori indgår oplysninger om kontraktforhandlinger med private eller tilsvarende forhandlinger med offentlige samarbejdspartnere, kan undtages fra kravet om, at bestyrelsens mødemateriale skal gøres offentligt tilgængeligt, hvis det på grund af sagens beskaffenhed eller omstændighederne i øvrigt findes nødvendigt. Et dokument eller en oplysning, der er en del af en sag, der er omfattet af 1. pkt., skal dog gøres offentligt tilgængelig i overensstemmelse med stk. 2, medmindre offentliggørelsen vil stride afgørende mod de forudsætninger, som en manglende offentliggørelse efter 1. pkt. tilsiger.

Stk. 5. Sager, herunder dokumenter og oplysninger til disse, der behandles for lukkede døre, jf. stk. 1, 3. pkt., kan undtages fra kravet om, at bestyrelsens mødemateriale skal gøres offentligt tilgængeligt, hvis det på grund af sagens beskaffenhed eller omstændighederne i øvrigt findes absolut nødvendigt.

Bestyrelsesformanden

§ 9

Bestyrelsesformanden har det overordnede ansvar for tilrettelæggelsen af bestyrelsens arbejde. Bestyrelsesformanden er på universitetets vegne ansvarlig for den strategiske dialog med ministeren og deltager i ministerens møder med bestyrelsesformændene mindst to gange årligt. På grundlag af en stående bemyndigelse fra bestyrelsen kan bestyrelsesformanden repræsentere bestyrelsen.

Stk. 2. Herudover disponerer formanden over fast ejendom sammen med et andet bestyrelsesmedlem og træffer beslutninger på bestyrelsens vegne, efter bemyndigelse af denne, jf. § 7, stk. 2.
~~7, stk. 2.~~

Stk. 3. Bestyrelsesformanden skal tilstræbe, at bestyrelsens drøftelser finder sted i den samlede bestyrelse, og at alle væsentlige beslutninger træffes i den samlede bestyrelse.

Næstformand

§ 10

Såfremt bestyrelsen beslutter blandt de ~~udfra kommende~~ eksterne medlemmer at vælge en næstformand, kan næstformanden træffe beslutninger på formandens vegne efter bemyndigelse fra denne, jf. dog § 9, stk. 2.

Stk. 2. Herudover varetager næstformanden i tilfælde af formandens forfald formandens opgaver i henhold til disse vedtægter og forretningsordenen for bestyrelsen og de beføjelser og forpligtelser, der er tillagt formanden i disse vedtægter og forretningsordenen, jf. dog § 9, stk. 2.

Rektor

§ 11

Rektor

1. er ansvarlig over for bestyrelsen i ethvert spørgsmål,
2. har inden for de rammer, bestyrelsen har fastsat, ansvaret for den daglige ledelse af IT-Universitetet. Ledelsesretten omfatter alt personale, der er ansat på IT-Universitetet,

3. sikrer tværgående kvalitetsudvikling af IT-Universitetets uddannelse og forskning,
4. indstiller budgettet til bestyrelsen, herunder forslag til fordeling af de samlede ressourcer og forslag til principper for ressourcernes anvendelse, er ansvarlig for aflæggelse af regnskab samt for at holde bestyrelsen løbende underrettet om IT-Universitetets økonomiske udvikling, og underskriver IT-Universitetets regnskab,
5. disponerer over IT-Universitetets bevillinger og indtægter i øvrigt i overensstemmelse med de af bestyrelsen godkendte budgetter og retningslinjer samt gældende lovgivning og bevillingsforudsætninger,
6. udarbejder forslag til bestyrelsen vedrørende overordnede retningslinjer for IT-Universitetets forskning og uddannelser og IT-Universitetets langsigtede virksomhed og udvikling og udarbejder handlingsplaner for udmøntning af de af bestyrelsen godkendte forsknings- og uddannelsesstrategier,
7. indstiller ansættelse og afskedigelse af øvrige direktionsmedlemmer til bestyrelsen,
8. ansætter og afskediger IT-Universitetets øvrige personale, herunder den øvrige ledelse,
9. udpeger og afsætter studieledere efter indstilling fra de relevante studienævn og godkender studieordninger [og ændringer heri](#) efter forslag fra studienævnene,
10. udpeger og afsætter ph.d.-skoleledere og igangsætter med inddragelse af ph.d.-skolelederne internationale evalueringer af ph.d.-skolerne og følger op på evalueringer, herunder internationale evalueringer,
11. indstiller organisationsplan og ændringer til denne til bestyrelsens godkendelse,
12. forhandler og aftaler løn og ansættelsesvilkår, jf. [U](#)niversitetslovens § 29, inden for rammer godkendt af bestyrelsesformanden,
13. nedsætter akademisk råd,
14. godkender efter indstilling fra akademisk råd sammensætningen af bedømmelsesudvalg til videnskabelige stillinger,
15. nedsætter studienævn, fastlægger størrelsen af studienævn, jf. § 14, stk. 1, bestemmer om der skal afholdes indirekte valg til et studienævn gennem valg af andre faglige kollegiale organer på IT-Universitetet, jf. § 14, stk. 3, og godkender formand og næstformand for studienævn efter indstilling fra det pågældende studienævn, jf. § 14, stk. 3,

16. nedsætter ph.d.-udvalg, fastlægger størrelsen af ph.d.-udvalg, jf. § 16, stk. 1, og udpeger formænd og eventuelle næstformænd for ph.d.-udvalg efter indstilling fra det pågældende ph.d.-udvalg,
17. sikrer udskrivelse – og er ansvarlig for legalitetskontrollen - af valg til IT-Universitetets kollegiale organer,
18. fastsætter regler om disciplinære foranstaltninger over for de studerende,
19. udarbejder efter åben drøftelse i relevante kollegiale organer, grupper og udvalg på universitetet oplæg til udviklingskontraktstrategisk rammekontrakt om strategiske mål for IT-Universitetets samlede virksomhedsopgaver til bestyrelsen, og
20. tegner og kan forpligte IT-Universitetet med undtagelse af dispositioner over fast ejendom, jf. § 9, stk. 2, og træffer afgørelse i alle sager, medmindre afgørelsen er henlagt til bestyrelsen, akademisk råd, et studienævn, eller et ph.d.-udvalg.

Stk. 2. Rektor skal sikre, at IT-Universitetet til enhver tid overholder gældende lovgivning og regler, og er pligtig at foretage enhver anden handling, der er nødvendig til god og forsvarlig ledelse af IT-Universitetet, hvad enten sådanne handlinger måtte være beskrevet i nærværende vedtægter eller ej.

Stk. 3. Rektor kan bemyndige de øvrige direktionsmedlemmer til at træffe nærmere angivne beslutninger på rektors vegne eller til at varetage en række af rektors opgaver.

B. Råd, nævn og udvalg

Akademisk råd

§ 12

Rektor nedsætter et akademisk råd og er selv født medlem. Akademisk råd består af 1 formand og 4 medlemmer. 2 medlemmer vælges af og blandt det videnskabelige personale på IT-Universitetet, herunder ansatte ph.d.-studerende, (VIP-medlemmer), og 2 medlemmer vælges af og blandt de studerende på IT-Universitetet. Akademisk råd vælger sin formand blandt rådets VIP-medlemmer og rektor.

Stk. 2. VIP-medlemmerne vælges af og blandt det videnskabelige personale på IT-Universitetet, herunder ansatte ph.d.-studerende, for en periode på 4 år med mulighed for genvalg højst én gang. Valgbar og stemmeberettiget er enhver person, der er ansat på IT-Universitetet som undervisningsassistent eller derover, og som har kontrakt på ansættelse i minimum 1 år frem fra tidspunktet for valgets afholdelse.

Stk. 3. De studerende vælges af og blandt de studerende på IT-Universitetet for en periode på 1 år med mulighed for genvalg højst 3 gange. Valgbar og stemmeberettiget er enhver studerende, som er indskrevet på en bachelor-, kandidat-, master- eller diplomuddannelse på

IT-Universitetet, såvel den første i den måned, hvor der udskrives valg, som på tidspunktet for valgets afholdelse.

Stk. 4. Ved afholdelse af valg til Akademisk råd følges de til enhver tid gældende regler for valg på IT-Universitetet.

§ 13

Akademisk råd

1. udtaler sig til rektor om den interne fordeling af bevillinger,
2. udtaler sig til rektor om centrale strategiske forsknings- og uddannelsesområder og planer for videnudveksling,
3. indstiller til rektor sammensætningen af sagkyndige udvalg, der skal bedømme ansøgere til videnskabelige stillinger,
4. tildeler ph.d.- og doktorgraden,
5. kan udtale sig om alle akademiske forhold af væsentlig betydning for IT-Universitetets virksomhed, og

~~6. har pligt til at drøfte de akademiske forhold, som rektor forelægger, og~~

~~7-6. udpeger efter anmodning fra bestyrelsen et medlem til indstillingsorganet, jf. tillæg 1, § 1, stk. 2.~~

Stk. 2. Akademisk råd er beslutningsdygtigt, når formanden og mindst 1 øvrigt medlem er til stede. Akademisk råd træffer afgørelser ved simpel stemmeflerhed. Ved stemmelighed er formandens stemme afgørende.

Studienævn

§ 14

Rektor opretter studienævn, der dækker de enkelte uddannelser/linjer eller flere uddannelser/linjer. Et studienævn kan højst have 14 medlemmer.

Stk. 2. Til studienævn vælges et lige stort antal medlemmer af og blandt det videnskabelige personale (VIP), herunder ansatte ph.d.-studerende, og af og blandt de studerende.

Stk. 3. Til studienævn, der dækker flere uddannelser/linjer, kan en del af medlemmerne vælges ved indirekte valg gennem valg af underliggende faglige kollegiale organer, som vælger medlemmer til studienævnet iblandt sig, jf. stk. 7 - 9. Denne bestemmelse er indsat efter dispensation fra uddannelses- og forskningsministeren, jf. universitetslovens § 36.

Stk. 4. Rektor – eller den rektor bemyndiger hertil – kan nedsætte et antal faglige kollegiale organer bestående af lige mange VIP og studerende, som repræsenterer en eller flere uddannelser/linjer, og som har til opgave – udover at udpege medlemmer til studienævnet – at indstille beslutninger og sager vedrørende uddannelse og studieordninger til studienævnet.

Stk. 5. VIP medlemmer til studienævn eller uddannelsesgrupper vælges af og blandt de VIP, der underviser indenfor studienævnets uddannelser/linjer. VIP medlemmer til faglige kollegiale organer vælges af og blandt de VIP, der underviser indenfor det faglige kollegiale organs uddannelser/linjer. VIP til studienævn og faglige kollegiale organer skal være ansat på IT-Universitetet som undervisningsassistent eller derover, og have kontrakt på ansættelse i minimum 1 år frem fra tidspunktet for valgets afholdelse. Valgperioden for denne valggruppe er 4 år. De studerende vælges af og blandt de studerende, der er optaget og indskrevet på en bachelor-, kandidat-, master- eller diplomuddannelse inden for det pågældende studienævns eller faglige kollegiale organs område, såvel den første i den måned, hvor der udskrives valg, som på tidspunktet for valgets afholdelse. Valgperioden for denne valggruppe er 1 år.

Stk. 6. Til studienævn, hvor en del af medlemmerne er valgt ved indirekte valg, jf. stk. 3, vælges herudover en repræsentant for VIP og en repræsentant for de studerende ved direkte valg.

Stk. 7. Indirekte valg af medlemmer til studienævn, jf. stk. 3, sker ved at hvert fagligt kollegialt organ vælger medlemmer hertil, jf., stk. 8 og 9.

Stk. 8. VIP medlemmerne i et fagligt kollegialt organ vælger af deres midte en VIP til studienævnet. En VIP kan være medlem i flere faglige kollegiale organer, men den samme VIP kan ikke repræsentere to eller flere faglige kollegiale organer i et studienævn. Hvis to eller flere faglige kollegiale organer vælger samme VIP til studienævnet, træffer rektor, eller den som rektor bemyndiger hertil, beslutning om, hvilket fagligt kollegialt organ den pågældende VIP skal repræsentere i studienævnet. Derefter skal den eller de øvrige faglige kollegiale organ(er) hver vælge en ny repræsentant af deres midte.

Stk. 9. De studerende i et fagligt kollegialt organ vælger af deres midte en studerende til studienævnet.

Stk. 10. Hvad angår en udliciteret uddannelse/linje, jf. § 25, kan IT-Universitetet indgå aftale med den institution, som uddannelsen/linjen er udliciteret til, om, at uddannelsen/linjen skal være repræsenteret ved et fuldgyldigt medlem i det fagligt kollegiale organ, som uddannelsen/linjen hører ind under, i form af en VIP der underviser på uddannelsen/linjen. En sådan aftale kan fastlægge, at medlemmet skal udpeges og ikke vælges.

Stk. 11. Aftale, jf. stk. 10, som indebærer, at en udpeget VIP, som ikke er ansat på IT-Universitetet, skal sidde i et kollegialt organ, kræver uddannelses- og forskningsministerens godkendelse, jf. universitetslovens § 31. Godkendelse efter dette stk. 11, tilknyttes disse vedtægter som allonge.

Stk. 12. Hvis IT-Universitetet indgår en aftale med en institution jf. stk. 10, vælges en ekstra studerende til det relevante faglige kollegiale organ for at sikre, at det faglige kollegiale organ består af et lige stort antal VIP og studerende.

Stk. 13. Hvert studienævn vælger af sin midte blandt sine VIP-medlemmer, der er ansat på IT-Universitetet, en formand. Studienævnet vælger af sin midte blandt de studerende en næstformand.

Stk. 14. Næstformanden deltager i tilrettelæggelsen af studienævnets arbejde.

Stk. 15. Ved afholdelse af valg til studienævn og underliggende faglige kollegiale organer følges de til enhver tid gældende regler for valg på IT-Universitetet.

Studienævn

§ 15

1. indstiller studieleder til rektor,
2. sikrer tilrettelæggelse, gennemførelse og udvikling af uddannelser og undervisning, herunder
 - i. kvalitetssikrer og kvalitetsudvikler uddannelser og undervisning og påser opfølgning af uddannelses- og undervisningsevalueringer,
 - ii. udarbejder forslag til studieordninger og ændringer heri til rektors godkendelse,
 - iii. godkender plan for tilrettelæggelse af undervisning og af prøver og anden bedømmelse, der indgår i eksamen,
 - iv. behandler ansøgninger om merit, herunder forhåndsmerit, og om dispensationer, og
 - v. udtaler sig inden for sit område i alle sager af betydning for uddannelse og undervisning og drøfter forhold om uddannelse og undervisning, som rektor eller den, rektor bemyndiger hertil, forelægger.

Stk. 2. Et studienævn er beslutningsdygtigt, når formanden og mindst halvdelen af VIP medlemmer og mindst halvdelen af de studerende er til stede. Et studienævn træffer afgørelser ved simpel stemmeflerhed. Ved stemmelighed bortfalder forslaget.

Ph.d.-udvalg

§ 16

Rektor nedsætter ph.d.-udvalg. Et ph.d.-udvalg kan højst have 8 medlemmer og 4 suppleanter.

Stk. 2. Til ph.d.-udvalg vælges et lige stort antal medlemmer blandt det videnskabelige personale (VIP) og de ph.d.-studerende. VIP vælges af og blandt de VIP, som er ansat på IT-Universitetet som adjunkt eller derover, og som fortsat har ansættelse i minimum 1 år frem fra tidspunktet for valgets afholdelse. Ansatte ph.d.-studerende henregnes ikke til denne valggruppe i forbindelse med valg til ph.d.-udvalg. Valgperioden for denne valggruppe er 4 år. De ph.d.-studerende vælges af og blandt personer, der er indskrevet på ph.d.-studiet på IT-Universitetet og tilknyttet den pågældende ph.d.-skole, såvel den første i den måned, hvor der udskrives valg, som på tidspunktet for valgets afholdelse. Valgperioden for denne gruppe er 1 år.

Stk. 3. Formand og næstformand for ph.d.-udvalg udpeges af rektor efter indstilling fra pågældende ph.d.-udvalg, der indstiller formand blandt ph.d.-udvalgets VIP og næstformand blandt ph.d.-udvalgets ph.d.-studerende.

Stk. 4. Ved afholdelse af valg til ph.d.-udvalg følges de til enhver tid gældende regler for valg på IT-Universitetet.

§ 17

Ph.d.-udvalget

1. indstiller sammensætningen af ph.d.-bedømmelsesudvalg til rektor,
2. godkender ph.d.-kurser,
3. udarbejder forslag om interne retningslinjer for ph.d.-skolen, herunder ph.d.-vejledning, til ph.d.-skolelederen,
4. udtaler sig om evaluering af ph.d.-uddannelsen og –vejledning til ph.d.-skolelederen,
5. godkender ansøgninger om merit og dispensation,
6. udtaler sig inden for sit område i alle sager af betydning for ph.d.-uddannelse og -vejledning, som rektor eller den, rektor bemyndiger hertil, forelægger,
7. bistår ph.d.-skolelederen med planlægning af ph.d.-skolens uddannelse, herunder internationale ophold, og
8. bistår ph.d.-skolelederen med løbende evalueringer af skolens aktiviteter.

Stk. 2. Et ph.d.-udvalg er beslutningsdygtigt, når formanden og mindst halvdelen af VIP medlemmer og mindst halvdelen af de ph.d.-studerende er til stede. Ph.d.-udvalget træffer afgørelser ved simpel stemmeflerhed. Ved stemmelighed er formandens stemme afgørende.

Andre nævn og udvalg

§ 18

Der etableres for IT-Universitetet samarbejds- og sikkerhedsudvalg, jf. Cirkulære om aftale om samarbejde og samarbejdsudvalg i statens virksomheder og institutioner.

C. Institutter og ph.d.-skoler

§ 19

På IT-Universitetet etableres et antal institutter, hvor undervisning og forskning finder sted.

§ 20

På IT-Universitetet etableres et antal ph.d.-skoler, hvor ph.d.-uddannelserne finder sted.

D. Institutleder og studieleder og ph.d.-skoleleder

Institutleder

§ 21

Institutledere ansættes og afskediges af rektor.

Stk. 2. Lederen af hvert enkelt institut varetager instituttets daglige ledelse, herunder planlægning og fordeling af arbejdsopgaver. Institutlederen kan pålægge medarbejdere at løse bestemte opgaver. Det videnskabelige personale har forskningsfrihed og forsker frit inden for universitetets forskningsstrategiske rammer i den tid, hvor de ikke er pålagt opgaver. Universitetets forskningsstrategiske rammer dækker hele universitetets profil. Det videnskabelige personale må ikke over længere tid pålægges opgaver i hele deres arbejdstid, således at de reelt fratages deres forskningsfrihed.

Stk. 3. Institutlederen sikrer kvalitet og sammenhæng i instituttets forskning og undervisning og skal med inddragelse af studienævn og studieleder følge op på evaluering af uddannelse og undervisning.

Studieleder

§ 22

Studielederen udpeges og afsættes af rektor efter indstilling fra studienævnet.

Stk. 2. Studielederen har til opgave i samarbejde med studienævnet at forestå den praktiske tilrettelæggelse af undervisningen og af prøver og anden bedømmelse, der indgår i eksamen. Studielederen godkender opgaveformulering og afleveringstidspunkt for kandidatspecialer samt i tilknytning hertil en plan for vejledningen af den studerende.

Ph.d.-skoleleder

§ 23

Ph.d.-skolelederen udpeges og afsættes af rektor. Rektor kan efter samråd med ph.d.-udvalget udpege formanden for ph.d.-udvalget som ph.d.-skoleleder.

Stk. 2. Ph.d.-skolelederen har det overordnede ansvar for ph.d.-skolens uddannelse. Ph.d.-skolelederen har til opgave med inddragelse af ph.d.-udvalget at planlægge ph.d.-skolens uddannelse, herunder internationale ophold og forestå løbende evalueringer af ph.d.-skolens aktiviteter. Ph.d.-skolelederen indstiller til rektor om opfølgning på disse evalueringer. Ph.d.-skolelederen skal endvidere udpege ph.d.-vejledere efter regler fastsat af IT-Universitetet og godkende ph.d.-studerende efter indstilling fra VIP-repræsentanterne i ph.d.-udvalget.

E. Andre forhold

§ 24

Klager behandles i overensstemmelse med de til enhver tid gældende regler herfor.

§ 25

IT-Universitetet kan som et led i at koordinere og styrke it-uddannelserne i regionen, indgå udliciteringsaftaler om uddannelsessamarbejder med Copenhagen Business School - Handelshøjskolen, Roskilde Universitet, Danmarks Tekniske Universitet og Københavns Universitet samt andre uddannelsesinstitutioner. Sådanne aftaler skal være skriftlige eller elektroniske og forsynet med digital signatur og skal sikre IT-Universitetets faglige indflydelse på og evaluering af sådanne udliciterede uddannelser.

§ 26

IT-Universitetet gennemfører hvert semester en samlet elektronisk evaluering af IT-Universitetets kurser, undervisere og IT-Universitetet som helhed.

V. Uddannelse og forskning**§ 27**

IT-Universitetet udbyder uddannelser på master-, diplom-, bachelor-, kandidat- og ph.d.-niveau samt kortere videre- og efteruddannelsesforløb samt kursusvirksomhed.

§ 28

IT-Universitetet skal nedsætte det nødvendige antal aftagerpaneler, der sammensættes af udefrakommendeeksterne medlemmer, som tilsammen har erfaring med og indsigt i IT-Universitetets uddannelsesområde og de ansættelsesområder, som uddannelserne giver adgang til.

Stk. 2. Aftagerpanelerne har til opgave at rådgive rektor og studieleder ved udvikling af eksisterende og nye uddannelser samt ved udvikling af nye undervisnings- og prøveformer. Aftagerpanelerne kan endvidere afgive udtalelse og stille forslag til universitetet om alle spørgsmål, der vedrører uddannelsesområdet. Aftagerpanelerne skal således bidrage til at sikre, at der er overensstemmelse mellem IT-Universitetets udbud af uddannelser og det af aftagerne efterspurgte kompetencebehov. Desuden bistår Executive-level aftagerpanelet Employers' Panel bestyrelsen ved udpegning af nye udefrakommendeeksterne bestyrelsesmedlemmer, jf. reglerne i tillæg 1, § 1, stk. 2.

VI. Vedtægtsændringer**§ 29**

Bestyrelsen kan fremsætte forslag til og vedtage ændringer af nærværende vedtægter i overensstemmelse med reglerne i § 7, stk. 1, nr. ~~46~~13. Vedtægtsændringer skal godkendes af uddannelses- og forskningsministeren Styrelsen for Institutioner og Uddannelsesstøtte.

VII. Tegning**§ 30**

IT-Universitetet tegnes af rektor med undtagelse af dispositioner over fast ejendom, hvor IT-Universitetet tegnes af bestyrelsesformanden sammen med et andet bestyrelsesmedlem.

VIII. Regnskab og revision m.v.

§ 31

Bestyrelsen kan antage ekstern bistand til kontrol og styring af IT-Universitetets budgetter og regnskabsrapportering.

Stk. 2. IT-Universitetets bestyrelse udarbejder særskilt årsrapport.

Stk. 3. IT-Universitetets regnskab opstilles og revideres efter reglerne i universitetslovens § 28.

IX. Ikrafttræden

§ 32

Nærværende vedtægter træder i kraft, når de er godkendt af ~~uddannelses- og forskningsministeren~~ Styrelsen for Institutioner og Uddannelsesstøtte.

X. Tillæg

§ 33

Tillæg 1: Procedurer for indstilling og udpegelse af bestyrelsesformanden og de øvrige udefra kommende medlemmer af IT-Universitetets bestyrelse.

Tillæg 2: Ansættelses- og afskedigelsesprocedure for rektor, prorektor, universitetsdirektør, og institutledere samt udpegnings- og afsættelsesproceduren for studieledere og ph.d.-skoleledere.

~~Allonger vedrørende udliciterede uddannelser: Allonge vedr. EBUS-linjen (godkendelse givet i henhold til tidligere vedtægter):~~

Vedtaget af bestyrelsen den ~~6/4~~-17

Maria Rørbye Rønn
Bestyrelsesformand

Enclosure 8a

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Godkendt af ~~uddannelses- og forskningsministeren~~ Styrelsen for Institutioner og Uddannelsesstøtte

~~Søren Pind~~ Nikolaj Veje
Direktør

**Tillæg 1
til vedtægter for IT-Universitetet i København**

Procedurer for indstilling og udpegelse af bestyrelsesformanden og de fem udefrakommende øvrige eksterne medlemmer af IT-Universitetets bestyrelse

Dette dokument indeholder en beskrivelse af procedurerne for indstilling og udpegelse af bestyrelsesformanden og de øvrige udefrakommende eksterne bestyrelsesmedlemmer, herunder kravene til bestyrelsesformandens og de øvrige udefrakommende eksterne bestyrelsesmedlemmers profil, kvalifikationer og uafhængighed.

§ 1 Indstillings- og Udpegelsesprocedurer og opgaver for udpegningsorganet og indstillingsorganet

Universitetet nedsætter et organ, der udpeger bestyrelsesformanden og de øvrige eksterne bestyrelsesmedlemmer (udpegningsorganet) og et andet organ, der indstiller formanden og de øvrige eksterne medlemmer (indstillingsorganet) i overensstemmelse med de beskrevne procedurer i indeværende tillæg.

Stk. 2. De udefrakommende eksterne bestyrelsesmedlemmer udpeges for en periode på fire år med mulighed for genudpegning én gang, jfr. vedtægtens § 6, stk. 1.

§Stk. 2.3. Det tilstræbes senest tre måneder før et udefrakommende medlem træder ud af bestyrelsen, at den siddende bestyrelse nedsætter et indstillingsorgan bestående af formanden for bestyrelsen, et af de af de øvrige bestyrelsesmedlemmer, et af Executive-level aftagerpanelet udpeget medlem samt et medlem udpeget af akademisk råd. Universitetet nedsætter for en 4-årig periode et udpegningsorgan bestående af:

- To medlemmer fra ITU Executive-level Employers´ Panel, udpeget af panelet selv blandt panelets medlemmer,
- Ét medlem fra hver af de tre største ikke-offentlige bidragydere i den forgangne 4-årige periode til IT-Universitetet i Københavns eksternt finansieret forskning, udpeget af den respektive ikke-offentlige bidragyder selv blandt dens ledelse,
- Studienævnsformanden,
- Formanden for IT-Universitetet i Københavns studenterorganisation (Student Council), og
- En repræsentant for de eksterne bestyrelsesmedlemmer; sidstnævnte kan ikke være bestyrelsesformanden.

Stk. 4. Medlemmerne af udpegningsorganet kan højst være udpeget i en sammenhængende periode på otte år. Udpegningsorganet vælger blandt sine fem eksterne medlemmer (de to medlemmer fra ITU Executive-level Employers´ Panel og de tre medlemmer fra de største ikke-offentlige bidragsydere til IT-Universitetet i Københavns eksternt finansieret forskning), der udpeges i deres personlige egenskab, sin formand. Formanden skal have erfaring med ledelse og bred indsigt i samfundsmæssige forhold. Formandens stemme er afgørende i tilfælde af stemmelighed. De fem eksterne medlemmer skal tilsammen afspejle universitetets brugere og aftagere, have indsigt i universitetets opgaver og skal tilsammen have indsigt i forskning, forskningsbaseret uddannelse, ledelse, organisation og økonomi, herunder vurdering af budgetter og regnskaber.

Stk. 5. Udpegningsorganet udpeger to medlemmer, der ikke kan være medlemmer af udpegningsorganet, bestyrelsen, ansatte eller studerende på universitetet, til indstillingsorganet, jf. stk. 7. De pågældende udpeges i deres personlige egenskab.

Stk. 6. Senest tre måneder forud for udløbet af de eksterne bestyrelsesmedlemmers periode, herunder bestyrelsesmandens periode, overvejer udpegningsorganet, om organet anser det for hensigtsmæssigt, at de eksterne bestyrelsesmedlemmer, herunder bestyrelsesformanden, får mulighed for at fortsætte yderligere fire år. I bekræftende fald, og hvis de eksterne bestyrelsesmedlemmer, herunder formanden, er villige til at påtage sig en ny periode, foretager udpegningsorganet genudpegnings. Genudpegnings af bestyrelsesformanden forelægges til godkendelse i Styrelsen for Universiteter og Uddannelsesstøtte.

Stk. 7. Det tilstræbes, at universitetet senest tre måneder før et eksternt medlem, herunder formanden, træder ud af bestyrelsen, nedsætter et indstillingsorgan bestående af:
- Bestyrelsesformanden, der er formand for indstillingsorganet, jf. dog stk. 9,
- Et eksternt bestyrelsesmedlem,
- Et internt bestyrelsesmedlem,
- En repræsentant udpeget af Uddannelses- og Forskningsministeriet, og
- To medlemmer udpeget af udpegningsorganet.

Stk. 8. Ved nedsættelsen af indstillingsorganet beslutter udpegningsorganet, om indstillingsorganets opgave vedrører én eller flere indstillinger til udpegningsorganet.

Stk. 9. Ved indstilling af ny bestyrelsesformand udpeger udpegningsorganet en formand for indstillingsorganet. Formanden for indstillingsorganet udpeges i sin personlige egenskab, kan ikke være medlem af udpegningsorganet, universitetets bestyrelse eller være ansat eller studerende på universitetet og skal have kompetencer svarende til de krav, der stilles til bestyrelsesformanden.

Stk. 10. Indstillingsorganet skal på baggrund af udarbejdede kompetenceprofiler i åbent opslag annoncere efter forslag til kandidaterne eksterne medlemmer, herunder ny bestyrelsesformand, til bestyrelsen samt sikre, at de indstillede kandidater opfylder gældende kvalifikationskrav jf. Universitetslovens § 12, stk. 2, og stk. 3, 3. og 4. pkt. Indstillingsorganet udarbejder en liste til udpegningsorganet med minimum ~~to~~ én ekstra kandidater end det påkrævede antal af udefrakommende eksterne bestyrelsesmedlemmer, der skal udskiftes.

~~Stk. 4. Udpegningsorganet består af den siddende bestyrelse.~~

Stk. 11. Udpegningsorganet udpeger på baggrund af indstillingsorganets liste bestyrelsesformanden og de nye øvrige udefrakommende eksterne medlemmer af bestyrelsen og påser, at de eksterne medlemmer opfylder betingelserne i dette tillægs § 2. Den udpegede bestyrelsesformand skal godkendes af ministeren. Udpegningsorganet kan bede om en ny indstilling, hvis de indstillede kandidater efter udpegningsorganets opfattelse ikke i fornødent omfang opfylder kravene til bestyrelsens sammensætning eller gældende kvalitets- og uafhængighedskrav, jf. dette tillægs §§ 2 og 3.

Stk. 12. Såfremt et eller flere af de siddende udefrakommende eksterne medlemmer af bestyrelsen, herunder formanden, udtræder af bestyrelsen inden udløbet af den 4-årige

periode på fire år, for hvilken de er udpeget, udpeger bestyrelsen, i overensstemmelse med den beskrevne procedure i stk. 26-510, et nyt udefrakommende eksternt bestyrelsesmedlem for en fire-4-årig periode.

Stk. 713. Hvis det udtrædende medlem er formanden for bestyrelsen, vælger bestyrelsen efter udpegelsen af et nyt udefra kommende medlem en ny formand blandt de udefrakommende medlemmer for en periode svarende til det relevante medlems udpegelsesperiode. Siddende eksterne bestyrelsesmedlemmer indstilles og udpeges som bestyrelsesformand, vil den periode, bestyrelsesmedlemmet har siddet i bestyrelsen, tælle med i den samlede maksimale udpegningsperiode.

§ 2 Kvalifikationer

De udefrakommende eksterne medlemmer af bestyrelsen udpeges i deres personlige egenskab.

Stk. 2. De udefrakommende eksterne bestyrelsesmedlemmer skal tilsammen have erfaring med og indsigt i ledelse, organisation og økonomi, herunder vurdering af budgetter og regnskaber, jf. universitetslovens § 12, stk. 3. Der bør blandt de udefrakommende bestyrelsesmedlemmer være repræsentanter, der har erfaring med forsknings- og uddannelsesinstitutioner, herunder gerne udenlandsk forsknings- og uddannelseserfaring forskning, forskningsbaseret uddannelse, vidensformidling, videnudveksling og universitetets opgaveområder efter universitetslovens § 2, stk. 4, med henblik på at kunne varetage den overordnede og strategiske ledelse af universitetet. De eksterne medlemmer skal have en kandidatuddannelse eller en uddannelse på tilsvarende niveau, og mindst ét af de eksterne medlemmer skal have erfaring som anerkendt forsker.

Stk. 3. De udefrakommende eksterne medlemmer skal rekrutteres fra forskellige sektorer, for eksempel andre forskningsinstitutioner, kulturlivet, offentlige virksomheder, det private erhvervsliv m.v., således at IT-Universitetets bestyrelse afspejler universitetets samlede profil og opgavers kompetencer skal tilsammen afspejle universitetets opgaver, jf. universitetslovens § 2, og tilsammen skal de eksterne medlemmer have indsigt i forskning, forskningsbaseret uddannelse, ledelse, organisation og økonomi, herunder vurdering af budgetter og regnskaber. Bestyrelsens formand skal have erfaring med strategisk ledelse af en stor virksomhed eller organisation og væsentlig indsigt i samfundsmæssige forhold.

§ 3 Uafhængighed

De udefra kommende eksterne medlemmer af bestyrelsen skal være uafhængige. De udefrakommende eksterne medlemmer må således ikke

- modtage mandat fra en organisation, offentlig myndighed eller virksomhed,
- have en væsentlig økonomisk eller anden tilsvarende interesse i IT-Universitetet,
- have haft en fremtrædende ledelsespost på IT-Universitetet inden for de seneste ti år,
- fungere som professionel rådgiver eller udføre opgaver af lignende karakter for IT-Universitetet,

Enclosure 8a

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- have en væsentlig økonomisk interesse i en virksomhed, der fungerer som professionel rådgiver eller udfører opgaver af lignende karakter for IT-Universitetet,
- være indskrevet som studerende på IT-Universitetet eller
- være ansat på IT-Universitetet herunder som censor eller som adjungeret professor eller adjungeret lektor.

Tillæg 2 til vedtægter for IT-Universitetet

1. Rekruttering af rektor

Bestyrelsen ansætter rektor, jf. universitetslovens § 10, stk. 7, og vedtægternes § 7, stk. 1, nr. ~~119~~.

Kvalifikationskrav

Rektor skal være en anerkendt forsker, som begrebet er defineret i lov om forskningsrådgivning m.v., inden for et af universitetets fagområder og have indsigt i uddannelsessektoren. Rektor skal desuden have erfaring med ledelse og organisering af forskningsmiljøer og have indsigt i et universitets virke og samspil med det omgivende samfund, jf. universitetslovens § 14, stk. 2.

Bestyrelsen kan fastsætte supplerende kvalifikationskrav.

Stillingsopslag

Personaleafdelingen udarbejder et stillingsopslag og eventuelt en stillingsbeskrivelse, der godkendes af bestyrelsen.

Bestyrelsen træffer beslutning om, hvor stillingen skal annonceres, dvs. i hvilke dagblade/dagblade, samt om ansøgningsfristens længde, der dog minimum er på 14 dage fra annonceringen.

Stillingen opslås efter de gældende regler om stillingsopslag i staten.

Kontaktperson i forbindelse med stillingsopslaget er bestyrelsesformanden.

Ansættelsesprocedurer

Ansættelsesprocedurerne skal sikre, at rektor har faglig og ledelsesmæssig legitimitet.

Ansøgninger adresseres til bestyrelsesformanden, som træffer afgørelse om, hvilke ansøgere der skal indkaldes til samtale. Bestyrelsesformanden afholder samtaler med relevante ansøgere og fremkommer på den baggrund med en begrundet skriftlig indstilling om ansættelse til bestyrelsen. Bestyrelsen kan beslutte at benytte sig af eksterne rekrutteringsekspertes og tests.

Ved vurdering af, hvorvidt en ansøger opfylder universitetslovens krav om, at rektor skal være en anerkendt forsker, som begrebet er defineret i lov om forskningsrådgivning m.v., inden for et af universitets fagområder, lægges det til grund, at ansøgeren i en årrække dels på videnskabeligt plan aktivt har beskæftiget sig med forskning, som er på mindst lektor- eller seniorforskniveau, dels er blevet bedømt som kvalificeret af et fagkyndigt udvalg i forbindelse med en ansøgning til et lektorat på et universitet, en seniorforskerstilling på en sektorforskningsinstitution eller til en stilling på tilsvarende niveau ved en udenlandsk forskningsinstitution. Hvis en potentiel kandidat ikke er i besiddelse af en sådan fagkyndig bedømmelse, nedsætter bestyrelsen et udvalg, der sammensættes som et

bedømmelsesudvalg, der skal bedømme, om ansøgerens videnskabelige aktivitet og produktion kan kvalificere ansøgeren som anerkendt forsker. Hvis bestyrelsen selv besidder samme kompetence, som forudsat af et bedømmelsesudvalg, kan bestyrelsen dog selv foretage bedømmelsen.

Ansættelsesvilkår

Bestyrelsen træffer afgørelse om ansættelsesvilkårene under hensyn til statens gældende regler herom.

2. Afsked af rektor

Bestyrelsen afskædiger rektor, jf. universitetslovens § 10, stk. 7, og vedtægternes § 7, stk. 1, nr. ~~11~~9.

Såfremt bestyrelsen beslutter at søge iværksat en afsked af rektor, gennemføres en sag herom i henhold til universitetslovens § 29.

3. Rekruttering af prorektor

Bestyrelsen ansætter prorektor efter indstilling fra rektor, jf. universitetslovens § 10, stk. 7, og vedtægternes § 7, stk. 1, nr. ~~10~~10.

Kvalifikationskrav

Prorektor skal være en anerkendt forsker, som begrebet er defineret i lov om forskningsrådgivning m.v., inden for et af universitetets fagområder og have indsigt i uddannelsessektoren. Prorektor skal desuden have erfaring med ledelse og organisering af forskningsmiljøer og have indsigt i et universitets virke og samspil med det omgivende samfund, jf. universitetslovens § 14, stk. 2.

Stillingsopslag

Personaleafdelingen udarbejder stillingsopslag og eventuelt en stillingsbeskrivelse, der godkendes af bestyrelsen.

Rektor beslutter, hvor stillingen skal annonceres, dvs. i hvilke fagblade/dagblade, samt om ansøgningsfristens længde, der dog minimum er på 14 dage fra annonceringen.

Stillingen opslås efter de gældende regler om stillingsopslag i staten.

Kontaktperson i forbindelse med stillingsopslag er rektor.

Ansættelsesprocedurer

Ansættelsesudvalget består af bestyrelsesformanden og rektor. Ansættelsesudvalget kan beslutte at benytte sig af eksterne rekrutteringseksperter og tests. Ansættelsesudvalget afholder samtaler med relevante ansøgere og på den baggrund giver rektor en begrundet skriftlig indstilling om ansættelse til bestyrelsen.

Ved vurdering af, hvorvidt en ansøger opfylder universitetslovens krav om, at prorektor - som rektors stedfortræder - skal være en anerkendt forsker, som begrebet er defineret i lov om

forskningsrådgivning m.v., inden for et af universitets fagområder, lægges det til grund, at ansøgeren i en årrække dels aktivt har beskæftiget sig med forskning, som er på mindst lektor eller seniorforsknerniveau, dels er blevet bedømt som kvalificeret af et fagkyndigt udvalg i forbindelse med en ansøgning til et lektorat på et universitet, en seniorforskerstilling på en sektorforskningsinstitution eller til en stilling på tilsvarende niveau ved en udenlandsk forskningsinstitution. Hvis en potentiel kandidat ikke er i besiddelse af en sådan fagkyndig bedømmelse, nedsætter bestyrelsen et udvalg, der sammensættes som et bedømmelsesudvalg, der skal bedømme, om ansøgerens videnskabelige aktivitet og produktion kan kvalificere ansøgeren som anerkendt forsker. Hvis bestyrelsen selv besidder samme kompetence, som forudsat af et bedømmelsesudvalg, kan bestyrelsen dog selv foretage bedømmelsen.

Ansættelsesvilkår

Bestyrelsen træffer efter indstilling fra rektor, jfr. universitetslovens § 10, stk. 7, og vedtægternes § 7, stk. 1, nr. ~~42~~10, afgørelse om ansættelsesvilkårene under hensyn til statens gældende regler herom.

4. Afsked af prorektor

Bestyrelsen afskediger efter indstilling fra rektor prorektor, jf. universitetslovens § 10, stk. 7, og vedtægternes § 7, stk. 1, nr. ~~42~~10.

Såfremt bestyrelsen beslutter at søge iværksat afsked af prorektor, gennemføres en sag herom i henhold til universitetslovens § 29.

5. Rekruttering af universitetsdirektør

Bestyrelsen ansætter universitetsdirektøren efter indstilling fra rektor, jf. universitetslovens § 10, stk. 7, og vedtægternes § 7, stk. 1, nr. ~~42~~10.

Kvalifikationskrav

Bestyrelsen kan efter indstilling fra rektor fastsætte kvalifikationskrav.

Stillingsopslag

Personaleafdelingen udarbejder stillingsopslag og eventuelt en stillingsbeskrivelse, der godkendes af bestyrelsen.

Rektor beslutter, hvor stillingen skal annonceres, dvs. i hvilke fagblade/dagblade, samt om ansøgningsfristens længde, der dog minimum er på 14 dage fra annonceringen.

Stillingen opslås efter de gældende regler om stillingsopslag i staten.

Kontaktperson i forbindelse med stillingsopslag er rektor.

Ansættelsesprocedurer

Ansættelsesudvalget er bestyrelsesformanden og rektor. Ansættelsesudvalget kan beslutte at benytte sig af eksterne rekrutteringseksperter og tests. Ansættelsesudvalget afholder samtaler med relevante ansøgere og på den baggrund giver rektor en begrundet skriftlig indstilling om ansættelse til bestyrelsen.

Ansættelsesvilkår

Bestyrelsen træffer efter indstilling fra rektor, jfr. universitetslovens § 10, stk. 7, og vedtægternes § 7, stk. 1, nr. ~~4~~210, afgørelse om ansættelsesvilkårene under hensyn til statens gældende regler herom.

6. Afsked af universitetsdirektør

Bestyrelsen afskediger efter indstilling fra rektor universitetsdirektøren, jf. universitetslovens § 10, stk. 7, og vedtægternes § 7, stk. 1, nr. ~~4~~210.

Såfremt bestyrelsen beslutter at søge iværksat afsked af universitetsdirektøren, gennemføres en sag herom i henhold til universitetslovens § 29.

7. Rekruttering af institutledere

Rektor ansætter institutledere, jf. universitetslovens § 14, stk. 4, og vedtægternes § 11, stk. 1, nr. 8.

Kvalifikationskrav

Institutlederne skal være anerkendte forskere, som begrebet er defineret i lov om forskningsrådgivning m.v., og skal i relevant omfang have erfaring med uddannelse, jf. universitetslovens § 14, stk. 4, 2. pkt.

Rektor kan fastsætte supplerende kvalifikationskrav.

Stillingsopslag

Personaleafdelingen udarbejder stillingsopslag og eventuelt stillingsbeskrivelser, der godkendes af rektor.

Rektor beslutter, hvor stillingerne skal annonceres, dvs. i hvilke fagblade/dagblade, samt om ansøgningsfristens længde, der dog minimum er på 14 dage fra annonceringen.

Stillingerne opslås efter de gældende regler om stillingsopslag i staten.

Kontaktperson i forbindelse med stillingsopslag er rektor.

Ansættelsesprocedurer

Ansættelsesprocedurerne skal sikre, at institutlederne har faglig og ledelsesmæssig legitimitet.

Ansættelsesudvalget består af rektor og to yderligere personer udpeget af rektor. Ansættelsesudvalget kan beslutte at benytte sig af eksterne rekrutteringsekspertes og tests. Ansættelsesudvalget afholder samtaler med relevante ansøgere, og rektor træffer på den baggrund beslutning om ansættelse i institutlederstillingerne.

Ved vurdering af, hvorvidt en ansøger opfylder universitetslovens krav om, at institutledere skal være anerkendte forskere, lægges det til grund, at ansøgeren i en årrække på videnskabeligt plan aktivt har beskæftiget sig med forskning på mindst lektor- eller seniorforsknerniveau eller på et tilsvarende niveau ved et udenlandsk forskningsinstitution. Hvis

en potentiel kandidat ikke er i besiddelse af en sådan fagkyndig bedømmelse, nedsætter rektor et udvalg, der sammensættes som et bedømmelsesudvalg, der skal bedømme, om ansøgerens videnskabelige aktivitet og produktion kan kvalificere ansøgeren som anerkendt forsker.

Ansættelsesvilkår

Stillingen besættes på åremål for et tidsrum af indtil 6 år.

Åremålsansættelsen kan forlænges uden opslag i overensstemmelse med statens regler.

Genansættelse efter fornyet opslag kan ske højst 2 gange, eller i øvrigt hvis genansættelse er begrundet i objektive forhold.

Der kan i forbindelse med ansættelse af en institutleder forhandles om en tilbagegangsstilling som videnskabelig medarbejder på IT-Universitetet.

8. Afsked af institutledere

Rektor afskediger institutledere, jf. universitetslovens § 14, stk. 4, og vedtægternes § 11, stk. 1, nr. 8.

Såfremt rektor beslutter at søge iværksat afsked af en institutleder, gennemføres en sag herom i henhold til universitetslovens § 29.

9. Udpegning af studieledere

Rektor udpeger efter indstilling fra studienævnet studieledere, jf. vedtægternes § 11, stk. 1, nr. 9.

Kvalifikationskrav

Studielederen skal være en videnskabelig medarbejder.
Rektor kan fastsætte supplerende kvalifikationskrav til studielederen.

10. Afsættelse af studieledere

Rektor afsætter efter indstilling fra studienævnet studieledere, jf. vedtægternes § 11, stk. 1, nr. 9.

11. Udpegning af ph.d.-skoleledere

Rektor udpeger ph.d.-skoleledere, jf. universitetslovens § 14, stk. 5, og vedtægternes § 11, stk. 1, nr. 10.

Kvalifikationskrav

I forbindelse med udpegningen skal det sikres, at ph.d.-skolelederen har faglig og ledelsesmæssig legitimitet.

Ph.d.-skolelederen skal være anerkendt forsker, som begrebet er defineret i lov om forskningsrådgivning m.v., og i relevant omfang have erfaring med uddannelse, jf. universitetslovens § 14, stk. 5, 2. pkt.

Enclosure 8a

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Ved vurdering af, hvorvidt den udpegede ph.d.-skoleleder opfylder universitetslovens krav om, at ph.d.-skoleledere skal være anerkendte forskere, lægges det til grund, at ph.d.-skolelederen i en årrække på videnskabeligt plan aktivt har beskæftiget sig med forskning, og som er på mindst lektor- eller seniorforskerniveau eller på et tilsvarende niveau ved en udenlandsk forskningsinstitution. Hvis en potentiel kandidat ikke er i besiddelse af en sådan fagkyndig bedømmelse, nedsætter rektor et udvalg, der sammensættes som et bedømmelsesudvalg, der skal bedømme, om ansøgerens videnskabelige aktivitet og produktion kan kvalificere ansøgeren som anerkendt forsker.

12. Afsættelse af ph.d.-skoleledere

Rektor afsætter ph.d.-skoleledere, jf. vedtægternes § 11, stk. 1, nr. 10.

DRAFT ARTICLES OF ASSOCIATION of The IT University of Copenhagen (ITU) (a translation of the Danish version)

In pursuance of section 13, subsection 1, in the Danish University Act, cf. legal announcement no. 261 of March 18, 2015, as amended at the latest by act no. 699 of June 8, 2017 and act no. 700 of June 8, 2017, is laid down:

I. Name and location

Section 1

The name of the university is IT-Universitetet i København (ITU), in English the IT University of Copenhagen. The IT University is a ~~government~~~~state-financed~~~~unded~~, self-governing institution whose registered office and venue is in the Municipality of Copenhagen. The IT University is covered by the Minister for Higher Education and Science's supervisory authority.

II. Purpose

Section 2

The purpose of the IT University is to conduct research and provide research-based teaching in Information Technology up to the highest international levels. The IT University shall strive to generate a public/private sector partnership in both its educational offering and its research to promote IT value creation in Denmark. Based on its research, the IT University is able to carry out projects for a minister as agreed with that Minister. The IT University's remit is to develop and implement educational programmes which are attractive to a large number of people and which are suitable for providing them with IT skills and proficiencies relevant to current demand. The IT University shall further through its research contribute to scientific education and innovation.

III. Financial basis

Section 3

The IT University is financed primarily by way of the Minister for Higher Education and Science's grant for educational, research and communication activities and other activities undertaken by the IT University, including Danish taximeter-model grants, private research funding, research funding from national and EU research programmes and financing activities.

IV. Organisation

Section 4

The IT University is managed by a Board of Directors and the Executive Management. The Executive Management shall comprise at least the Vice Chancellor and a pro-rector or University Director. The IT University consists of a number of scientific and administrative departments. The number and life of the scientific and administrative departments and to whom the Heads of Department report shall be determined by the Board of Directors on the basis of the Vice Chancellor's recommendations. The applicable organisation of the IT University is described in the Organisational Chart, which constitutes a separate document. Each scientific department shall have a Head of Department and each section shall have a Head of Section who manages the staff of the section. The Heads of the Department and the

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Heads of the Section shall report to a member of the Executive Management unless otherwise indicated in the Organisational Chart.

Sub-section 2 The applicable Organisational Chart for the IT University shall be published on the IT University's website.

Sub-section 3 Participation and involvement of staff and students shall be ensured through the IT University's collegiate bodies, groups and committees. The existing collegiate bodies, groups and committees and their composition are described in the IT University's Organisational Chart and on its intranet.

A. Management

The Board of Directors

Section 5

The IT University's Board of Directors shall consist of one Chairman and eight Board Members. The Chairman and four Board Members shall be external members, one member shall be elected by and from among the IT University's scientific staff, including employed PhD students (VIP members), one member shall be elected by and from among the technical/administrative staff at the IT University (TAP members) and two members shall be elected by and from among the students at the IT University.

Section 6

The five external members of the Board of Directors shall be represented by both genders, cf. the Danish Act on Gender Equality, and shall be appointed in their personal capacity for a period of four years by the appointment ~~body~~committee on the recommendation of the appointed recommendation ~~body~~committee, cf. the procedure described in Appendix 1. Reappointment may only take place once. ~~Does the reappointment result in an external member's appointment period being prolonged without interruption, the reappointment can be decided by the serving board without the appointment procedure appointment committee according to the described appointment procedure in Appendix 1, section 1, subsection 6. The re-appointment of the Chairman of the Board is put forward to the minister for approval.~~

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Sub-section 2 The VIP member shall be elected by and from among the scientific staff at the IT University, including employed PhD students, for a period of four years. Reappointment may only take place once. Anyone employed at the IT University to conduct research or to teach and who has an employment contract for a minimum of one year from the date of the election shall be electable and entitled to vote.

Sub-section 3 The TAP member shall be elected by and from among the technical-administrative staff at the IT University for a period of four years. Reappointment may only take place once. Anyone employed at the IT University at the IT University as a technical/administrative employee and has an employment contract for a minimum of one year from the date of the election shall be electable and entitled to vote.

Sub-section 4 Students shall be elected by and from among the students at the IT University for a period of two years. Reappointment may only take place once. Students shall be elected for staggered periods so that one is elected in even years and another in odd years. ~~In the elections for 2012, a transitional year, one student shall be elected for a period of one year. Re-election may take place once for a period of two years. Another student shall be elected for a period of two years. Re-election may take place once.~~ Any ~~student~~student taken in and registered on a Bachelor's, Master's or Diploma course at the IT University both on the first day of the month in which the election is called and on the date of the election itself shall be electable and entitled to vote.

~~Sub-section 6 The Board of Directors shall elect a Chairman from among its external Board Members.~~

Sub-section 7 The Board of Directors may additionally decide to elect a Deputy Chairman from among its external Board Members.

Section 7

The Board of Directors is the highest authority of the IT University and is responsible for the overriding and strategic management of the university. The Board of Directors has the overriding responsibility that the IT University is engaged in research and deliver research-based teaching up to the highest international level within all its subject areas. The Board of Directors has the overriding responsibility that the research and educations of the university are developed continuously. The Board of Directors shall administer the means of the university efficiently and for the best possible benefit of the society. ~~The Board of Directors shall be responsible for the IT University's interests as an educational and research institution, lay down guidelines for its organisation, long term business and development~~ and ensure that staff and students participate and are involved in important decisions.

The Board of Directors

- ~~1. — manages the IT University's funds to the greatest possible benefit of the stated objectives of the IT University~~
- ~~21.~~ on the recommendation of the Vice Chancellor approves the IT University's budget, including the distribution of its overall resources and principles for the use of the resources and signs the IT University's annual report
- ~~32.~~ on the proposal of the Vice Chancellor carries out continuous monitoring and control of the IT University's finances
- ~~43.~~ determines the IT University's educational offering as the creation of new educations and/or courses must be prequalified, accredited and approved according to the Danish Act on Accreditation of Institutions of Higher Education and the Danish University Act or by invitations to tenders outside Denmark according to international quality assurance systems with subsequent approval by the Danish Agency for Science and Higher Education,
- ~~5-4~~ on the recommendation of the Vice-chancellor approves general admission procedure guidelines
- ~~65.~~ has overall responsibility for legality and grant control
- ~~76.~~ determines the procedures for the recommendation and appointment of the Chairman of the Board and the other external Board Members ~~as set out in Appendix 1 to these Articles of Association~~
- ~~8. — appoints external Board Members according to the procedures set out in Appendix 1~~
- ~~9. — elects the Chairman of the Board of Directors from among the external members of the Board of Directors~~
- ~~107.~~ decides whether a Deputy Chairman should be elected from among the external members of the Board of Directors
- ~~118.~~ appoints and dismisses the Vice-chancellor of the IT University
- ~~129.~~ on the Vice Chancellor's recommendation appoints and dismisses the other Executive Management Members

- ~~13~~10. determines the appointment and dismissal procedures for the Vice Chancellor, Pro-rector, University Director and Heads of Departments and the appointment and dismissal procedures for Head of Studies and the Heads of the PhD Schools as set out in Appendix 2 to these Articles of Association
- ~~14~~11. lays down and amends the Organisational Chart on the recommendation of the Vice Chancellor
- ~~15~~12. on the recommendation of the Vice Chancellor determines the election rules applicable to the election of VIP members, TAP members and students to the applicable collegiate bodies
- ~~16~~13. prepares amendments to the IT University's Articles of Association which must be approved by the ~~Minister for Higher Education and Science~~Danish Agency for Institutions and Educational Grants
- ~~17~~14. prepares the Rules of Procedure for the Board of Directors and amendments hereto
- ~~18~~15. on the proposal by the Vice Chancellor enters into ~~development~~strategic framework contracts with the Minister ~~for Higher Education and Science on the activities of the IT University~~. The strategic framework contract must consist of strategic targets for the assignments of the university, and
- ~~19~~16. enters into – if applicable – an agreement on conducting projects for a minister.

Sub-section 2 The Board of Directors may pursuant to general rules authorise the Chairman of the Board of Directors to make decisions on behalf of the Board of Directors. Board meetings shall be held as required, but a minimum of three times a year.

Sub-section 3 The Chairman of the Board of Directors and the other external Board Members shall receive separate remuneration according to the Circular on Separate Remuneration.

Section 8

Board meetings shall be public. Matters covered by the provisions contained in law for confidentiality in public administration, all personal matters and matters involving information about contract negotiations with private individuals or similar negotiations with public partners shall be dealt with behind closed doors. Matters may also deal with behind closed doors if their nature or other circumstances should warrant it.

Sub-section 2 The Board's meeting material, including agendas and minutes, shall – subject to applicable law – be made publicly available.

Sub-section 3 Matters governed by provisions contained in law for confidentiality in public administration may not be made public. A document or item of information that forms part of a matter or case which is subject to confidentiality shall, however, be made public according to sub-section 2 if the document or item of information is not in itself subject to confidentiality.

Sub-section 4 Personal matters and matters involving information about contract negotiations with private individuals or similar negotiations with public sector partners may be exempted from the requirement that board meeting material be made public if the nature or circumstances of the case should warrant it. A document or an item of information that forms part of a matter covered by point 1, shall, however, be made public according to sub-section 2 unless the publication would contravene the premises that non-publication according to point 1 stipulates.

Sub-section 5. Matters, including documents and information about these that are dealt with behind closed doors, cf. sub-section 1, third point, may be exempted from the requirement that board meeting material be made public if the nature or circumstances of the case should make this absolutely necessary.

The Chairman of the Board of Directors

Section 9

The Chairman of the Board has the overriding responsibility of organizing the work of the board. On behalf of the university, the Chairman of the Board is responsible for the strategic dialogue with the minister and participates in the minister's meetings with the Chairmen of the board at least twice a year. On the basis of a standing authority from the Board of Directors, the Chairman of the Board may represent the Board of Directors.

Sub-section 2 The Chairman shall additionally manage property with another Board Member and make decisions on behalf of the Board of Directors with the Board's authorisation, cf. Section 7, sub-section 2.

Sub-section 3 The Chairman of the Board shall strive to ensure that the discussions of the Board of Directors take place in the presence of all Board Members and that all important decisions are made by the entire Board.

Deputy Chairman

Section 10

If the Board of Directors decides from among its external members to elect a Deputy Chairman, the Deputy Chairman may take decisions on behalf of the Chairman of the Board with the Chairman's authorisation, cf. however Section 9, sub-section 2.

Sub-section 2 In the absence of the Chairman, the Deputy Chairman shall additionally handle the Chairman's tasks according to these Articles of Association and the agenda for the Board of Directors and the authorisation and obligations assigned to the Chairman of the Board in these Articles of Association and the agenda, cf. however Section 9, sub-section 2.

The Vice Chancellor

Section 11

The Vice Chancellor

1. answers to the Board of Directors in all matters
2. has the responsibility for the general management of the IT University within the framework set out by the Board of Directors. This management includes all staff employed at the IT University
3. ensures quality development of the educational and research offering across the IT University

4. recommends the budget to the Board of Directors, including proposals for the distribution of total resources and proposals for the use of such resources, is responsible for submitting accounts and for keeping the Board of Directors continuously informed of financial developments pertaining to the IT University and signs the IT University's annual report
5. manages the IT University's grants and earnings in general according to the budgets and guidelines approved by the Board of Directors as well as current legislation and grant frameworks
6. prepares proposals for the Board of Directors pertaining to the general guidelines for the IT University's research and educational offering and the IT University's long-term activities and development and prepares action plans for the implementation of the research and course strategies approved by the Board of Directors
7. recommends the appointments and dismissals of other members of the Executive Management to the Board of Directors
8. appoints and dismisses the IT University's other staff, including the rest of the Executive Management
9. appoints and dismisses Head of Studies on the recommendation of the Study Boards and approves study programmes and amendments of these as proposed by the Study Boards
10. appoints and dismisses the Heads of the PhD Schools and initiates international assessment of the PhD schools with the involvement of the Heads of the PhD Schools and follows up on evaluations, including international assessments
11. recommends the Organisational Chart and amendments to this for approval by the Board of Directors
12. negotiates and agrees salary and employment terms, cf. Section 29 of the Danish University Act, within the framework approved by the Chairman of the Board
13. appoints Academic Council
14. on the recommendation of the Academic Council approves the composition of assessment committees for scientific positions
15. appoints Study Boards, determines the size of Study Boards, cf. Section 14, sub-section 1, determines whether indirect elections should be held to a Study Boards through the election of other professional collegiate bodies at the IT University, cf. Section 14, sub-section 3, and approves the chairman and deputy chairman of the Study Boards on the recommendation of the Study Boards concerned, cf. Section 14, sub-section 13
16. appoints PhD School Councils, determines the size of PhD School Councils, cf. Section 16, sub-section 1, and appoints the chairman and deputy chairman, if applicable, for PhD School Councils on the recommendation of the PhD School Councils concerned
17. ensures the calling – and is responsible for the legality control – of elections to the IT University's collegiate bodies
18. determines the rules for student disciplinary measures
19. after open discussion with the applicable collegiate bodies, groups and committees at the University prepares proposals for developmentstrategic framework contracts on the IT University's general activitiesassignments for submission to the Board of Directors and

20. binds the IT University with the exception of matters of property, cf. Section 9, sub-section 2, and makes decisions in all matters unless such decisions are the remit of the Board of Directors, Academic Council, a Study Board or a PhD School Council.

Sub-section 2 The Vice Chancellor shall ensure that the IT University at all times complies with current legislation and regulations and shall be under obligation to take any action that may be necessary to ensure good and sound management of the IT University, whether such action is described in these Articles of Association or not.

Sub-section 3 The Vice Chancellor shall be entitled to authorise the other members of the Executive Management to take decisions on behalf of the Vice-chancellor or to handle a number of the Vice Chancellor's duties.

B. Councils, boards and committees

Academic Council

Section 12

The Vice Chancellor shall appoint an Academic Council of which he/she is him/herself a member. The Academic Council consists of the Vice Chancellor and four other members. Two members shall be elected by and from among the scientific staff at the IT University, including employed PhD students (VIP members), and two members shall be elected by and from among the students at the IT University. The Academic Council shall elect its chairman from among the Council's VIP members and the Vice Chancellor.

Sub-section 2 The VIP members shall be elected by and from among the scientific staff at the IT University, including employed PhD students, for a period of four years. Re-election may only take place once. Anyone employed at the IT University at the level of teaching assistant and above and has an employment contract for a minimum of one year from the date of the election shall be electable and entitled to vote.

Sub-section 3 Students shall be elected by and from among the students at the IT University for a period of one year. Re-election may take place no more than three times. Any student registered on a Bachelor's, Master's or Diploma course at the IT University shall be electable and entitled to vote both in the first month in which elections are announced and the date of the election.

Sub-section 4 The applicable rules for elections at the IT University shall be complied with in elections to the Academic Council.

Section 13

The Academic Council

1. makes statements to the Vice Chancellor on the internal distribution of grants
2. makes statements to the Vice Chancellor on important strategic research and educational areas and plans for knowledge exchange
3. recommends to the Vice-chancellor the composition of expert committees assessing applicants for research positions
4. confers PhDs and doctorates

5. is able to make statements on all academic matters of importance to the activities of the IT University and

6. is under obligation to discuss academic matters presented by the Vice Chancellor.

~~7. at the request of the Board of Directors appoints a member to the recommendation body, cf. Appendix 1, Section 1, sub-section 2.~~

Sub-section 2 The Academic Council shall be competent to transact business when the chairman and at least one other member are present. The Academic Council shall take decisions by simple majority. In the event of a parity of votes, the chairman shall have the casting vote.

Study Board

Section 14

The Vice Chancellor shall set up the Study Board cover each course/study programme or several educations/study programmes. A study committee may have a maximum of 14 members.

Sub-section 2 An equal number of members shall be elected to Study Board by and from among the scientific staff (VIP), including employed PhD students, and by and from among the students.

Sub-section 3 Some of the members may be elected by indirect election to Study Board that cover several courses/ study programme by underlying professional collegiate bodies, which appoint members to the study committee from among themselves, cf. sub-sections 7-9. This provision has been added on dispensation granted by the Minister for Higher Education and Science, cf. Section 36 of the Danish University Act.

Sub-section 4 The Vice Chancellor – or the person authorised by the Vice Chancellor – may appoint a number of professional collegiate bodies consisting of an equal number of VIPs and students representing one or more courses/study programmes and whose task shall be – in addition to appointing members to the Study Board – to recommend decisions and matters pertaining to courses and study programmes to the Study Board.

Sub-section 5 VIP members of the Study Board shall be elected by and from among the VIPs teaching on the Study Board courses/ study programmes. VIP members of professional collegiate bodies shall be elected by and from among the VIPs teaching on the professional collegiate body's courses/ study programme. VIPs on study programme and professional collegiate bodies shall be employed at the IT University at the level of teaching assistant and above and have an employment contract for a minimum of one year from the date of the election. The election period for this group shall be four years. Students shall be elected by and from among the students taken in and registered for a Bachelor's, Master's or Diploma course in the area governed by the Study Board or professional collegiate body in question both on the first day of the month in which the election is called and the date of the election itself. The election period for this group shall be one year.

Sub-section 6 To Study Board where some members are appointed by indirect election, cf. sub-section 3, an additional representative for VIPs and a representative for the students shall be elected by direct election.

Sub-section 7 Indirect election of members to Study Board, cf. sub-section 3, shall take place by each professional collegiate body electing members to the Board, cf. sub-sections 8 and 9.

Sub-section 8 The VIP members of a professional collegiate body shall elect a VIP from their midst to the Study Board. A VIP may be a member of several professional collegiate bodies, but the same VIP cannot represent two or more professional collegiate bodies on the same Study Board. If two or more professional collegiate bodies should elect the same VIP to a Study Board, the Vice Chancellor, or the

person authorised by the Vice Chancellor, shall determine which professional collegiate body the VIP in question should represent on the Study Board. The other professional collegiate body or bodies shall then each elect a new representative from their midst.

Sub-section 9 The students on a professional collegiate body shall elect a student from their midst to the Study Board.

Sub-section 10 As regards an outsourced course/study programmes, cf. Section 25, the IT University may enter into an agreement with the institution contributing to the course/line that the institution should be represented by a full member of the professional collegiate body to which the course/study programmes belongs, i.e. a VIP teaching the course/study programmes. Such an agreement may determine that such a member should be appointed and not elected.

Sub-section 11 The agreement, cf. sub-section 10, which entails that an appointed VIP who is not employed by the IT University should become a member of a collegiate body must require the approval of the Minister for Higher Education and Science, cf. Section 31 of the Danish University Act. The approval procedure pursuant to sub-section 11 is attached to these Articles of Association as an appendix.

Sub-section 12 If the IT University enters into an agreement with an institution, cf. sub-section 10, an additional student shall be elected to the applicable professional collegiate body to ensure that the course group comprises an equal number of VIPs and students.

Sub-section 13 Each Study Board shall elect a chairman from its midst among its VIP member employed at the IT University. The Study Board shall elect a deputy chairman from its midst among its students.

Sub-section 14 The deputy chairman shall participate in the planning of the work of the Study Board.

Sub-section 15 The applicable rules for elections at the IT University must be complied with in elections to Study Board and underlying professional collegiate bodies.

Section 15

Study Board

1. recommend a Head of Studies to the Vice Chancellor
2. ensure the planning, implementation and development of courses and teaching, including
 - i. quality-assure and quality-develop courses and teaching and ensure monitoring of course and teaching assessments
 - ii. prepare proposals for study programmes and amendments to these for submission to the Vice Chancellor for approval
 - iii. approve a plan for teaching and examinations and other assessments forming part of examinations
 - iv. process applications for merits, including advance merits, and for dispensations and
 - v. make statements within their area in all matters that may be of significance to the courses and teaching and discuss matters pertaining to the courses and teaching that the Vice Chancellor or the person authorised by the Vice Chancellor may submit.

Sub-section 2 A Study Board shall be competent to transact business when the chairman and at least half the VIP members and at least half the students are present. A Study Board shall take decisions by simple majority. In the event of a parity of votes, the proposal will lapse.

PhD School Council

Section 16

The Vice Chancellor shall appoint PhD School Councils. A PhD School Council may have a maximum of eight members and four substitutes.

Sub-section 2 An equal number of members shall be elected for PhD School Council from and among the scientific staff (VIPs) and the PhD students. VIPs shall be elected by and from among the VIPs employed at the IT University at the level of lecturer and above and have an employment contract for a minimum of one year from the date of the election. Employed PhD students shall not be included in this election group for the purposes of elections to PhD School Council. The election period for this group shall be four years. PhD students shall be elected by and from among the students registered for a PhD course at the IT University and affiliated with the PhD school in question both on the first day of the month in which the election is called and the date of the election itself. The election period for this group shall be one year.

Sub-section 3 The chairman and deputy chairman of PhD School Councils shall be appointed by the Vice Chancellor on the recommendation of the PhD School Councils recommending the chairman from among the PhD School Council's VIPs and the deputy chairman from among the PhD School committee's PhD students.

Sub-section 4 The applicable rules for elections at the IT University must be complied with in elections to the PhD School committees.

Section 17

PhD School Council

1. recommends the composition of PhD assessment committees to the Vice Chancellor
2. approves PhD courses
3. prepares proposals for internal guidelines for the PhD school, including PhD supervision, for the Head of the PhD school
4. makes statements on the assessment of the PhD course and supervision to the Head of the PhD school
5. approves applications for merits and dispensation
6. makes statements within its area in all matters that may be of significance to the PhD courses and supervision that the Vice Chancellor or the person authorised by the Vice Chancellor may submit
7. assists the Head of the PhD school in the planning of the PhD school's courses, including international courses of study and
8. assists the Head of the PhD school in the continuous assessment of the school's activities.

Sub-section 2 A PhD School Council shall be competent to transact business when the chairman and at least half the VIP members and at least half the PhD students are present. The PhD School Council shall take decisions by simple majority. In the event of parity of votes, the chairman shall have the casting vote.

Other councils and committees

Section 18

A liaison and security committee shall be set up for the IT University, cf. Circular on Agreement on Partnership and Liaison Committee in Government Companies and Institutions.

C. Institutes and PhD schools

Section 19

A number of institutes where teaching and research take place shall be established at the IT University.

Section 20

A number of PhD schools where the PhD courses take place shall be established at the IT University.

D. Head of the Department and Head of Study and Head of PhD School

Head of Department

Section 21

Heads of Department shall be appointed and dismissed by the Vice Chancellor.

Sub-section 2 The Heads of Department shall handle the general management of the school or department, including planning and distribution of tasks. The Head of Department shall be entitled to instruct employees to complete specific tasks. The scientific staff shall have freedom of research and research freely within the strategic research framework of the University during the time when they are not tasked with other work. The University's strategic research framework shall cover the whole of the University's profile. The scientific staff shall not be tasked with work over a longer period of time to an extent that would deny them their academic freedom.

Sub-section 3 The Head of Department shall ensure quality and cohesion in the research and teaching of the school or department and shall with the involvement of Study Board and the Head of Study monitor the assessment of courses and teaching.

Head of Study

Section 22

The Head of Study shall be appointed and dismissed by the Vice Chancellor on recommendation of the Study Board.

Sub-section 2 It shall be the responsibility of the Head of Studies in partnership with the Study Board to manage the practical planning of the teaching and examinations and other assessments forming part of

examinations. The Head of Studies shall approve thesis statements and submission dates for Master's theses as well as a plan for the supervision of the students.

Head of the PhD School

Section 23

The Head of the PhD School shall be appointed and dismissed by the Vice Chancellor. The Vice Chancellor may after consultation with PhD School Council appoint the chairman of the PhD School Council as the Head of the PhD School.

Sub-section 2 The Head of the PhD School shall have overall responsibility for the PhD school's courses. The task of the Head of the PhD School shall be with the involvement of the PhD School Council to plan the PhD school's courses, including international courses, and to manage the continuous assessment of the PhD school's activities. The Head of the PhD School shall make recommendations to the Vice Chancellor on the follow-up on these assessments. The Head of the PhD School shall further appoint PhD supervisors according to rules set out by the IT University and approve PhD students as recommended by the VIP representatives on the PhD School Council.

E. Miscellaneous provisions

Section 24

Complaints shall be processed according to the University's applicable rules.

Section 25

The IT University may as part of its efforts to coordinate and consolidate IT courses in the region enter into outsourcing agreements on course partnerships with Copenhagen Business School, the University of Roskilde, the Technical University of Denmark and the University of Copenhagen as well as other educational establishments. Such agreements should be made in writing or in electronic form and include a digital signature and shall ensure the IT University subject-related influence on and assessment of such outsourced courses.

Section 26

Every semester, the IT University shall complete an overall electronic assessment of the IT University's courses, teaching staff and the IT University as a whole.

V. Education and research

Section 27

The IT University shall offer courses at Master, Diploma, Bachelor and PhD level and shorter higher and further education courses and other course activities.

Section 28

The IT University shall appoint the necessary number of Employers' Panels that shall be composed of external members who together have experience in and knowledge of the educational side of the IT University and the areas of employment to which the University's courses provide access.

Sub-section 2 The task of the Employers' Panels shall be to advise the Vice-chancellor and Head of Study on the development of existing and new courses and the development of new teaching and assessment formats. The Employers' Panels may further make statements and submit proposals to the University on all matters pertaining to its courses. The Employers' Panels shall make statements on all matters submitted to them by the University. The Employers' Panels shall thus contribute to ensuring that the IT University's course offering matches the skills requirements of its course users. The Executive-level Employers' Panels shall further assist ~~the Board of Directors~~ in the appointment of new external members of the Board of Directors, cf. the rules contained in Appendix 1, Section 1, sub-section 2.

VI. Amendments

Section 29

The Board of Directors may submit proposals for and adopt amendments to these Articles of Association in accordance with the rules contained in Section 7, sub-section 1, no. ~~4613~~. Amendments shall be approved by the ~~Minister for Higher Education and Science~~Danish Agency for Institutions and Educational Grants.

VII. Authority to bind

Section 30

The Vice Chancellor shall have the authority to bind the IT University with the exception of matters of property in which the Chairman of the Board of Directors and one other Board of Directors Member shall jointly have the authority to bind.

VIII. Accounts and auditing etc.

Section 31

The Board of Directors shall be entitled to engage external assistance for the inspection and management of the IT University's budgets and accounts submissions.

Sub-section 2 The Board of Directors of the IT University shall prepare a separate annual report.

Sub-section 3 The accounts of the IT University shall be prepared and audited according to Section 28 of the Danish University Act.

IX. Commencement

Section 32

These Articles of Association shall enter into force when they have been approved by the ~~Minister for Higher Education and Science~~Danish Agency for Institutions and Educational Grants.

X. Appendices

Section 33

Appendix 1: Procedures for the recommendation and appointment of the Chairman of the Board and the other external members to the Board of Directors of the IT University.

Appendix 2: Appointment and dismissal procedures for the Vice Chancellor, Pro-rector, University Director and Heads of Department and appointment and dismissal procedures for Heads of Study and the Heads of the PhD Schools.

~~Appendices pertaining to outsourced courses:~~

~~Appendix pertaining to the EBUSS line (approval granted in accordance with previous Articles of Association).~~

Adopted by the Board of Directors, ~~September 15XX, 2016XX~~

~~Jørgen Lindegaard~~ Maria Rørbye Rønn
Chairman of the Board

Approved by the ~~Minister for Higher Education and Science, , 2016~~ Danish Agency for Institutions and Educational Grants

~~Ulla Tørnæs~~ Nikolaj Veje, Director

**Appendix 1
to the Articles of Association of the IT University**

Procedure for the recommendation and appointment of the Chairman of the Board and the other external members to the Board of Directors of the IT University

This document contains a description of the procedures for the recommendation and appointment of the Chairman of the Board and the other external members of the Board of Directors, including requirements for the profiles, qualifications and independence of the Chairman of the Board and the other external members of the Board of Directors.

Section 1 Recommendation and Appointment procedure and assignments of the recommendation committee and the appointment committee

The university appoints a committee, which appoints the Chairman of the Board and the other external board members (the appointment committee) and another committee, which recommends the Chairman of the Board and the other external board members (the recommendation committee) according to the procedures described in the appendix.

Sub-section 2 The external members of the Board of Directors shall be appointed for a period of four years with the opportunity to be re-appointed once, cf. the Articles of Association section 6, subsection 1.

~~Sub-section 23 Efforts shall be made by the current Board of Directors at least three months before an external member retires from the Board of Directors to appoint a recommendation body composed of the Chairman of the Board, one of the other Board of Directors Members, a member appointed by the Executive-level Employers' Panel and a member appointed by the Academic Council. The university appoints for a four-year-long period an appointment committee consisting of:~~

- ~~- Two members of the ITU Executive-level Employers' Panel, appointed by the panel itself among the its members,~~
- ~~- One member from each of the three largest non-public contributors within the past four-year-long period to the external funding of research of the IT University, each appointed by the non-public contributor itself among the contributor's management,~~
- ~~- The Chairman of the Study Board,~~
- ~~- The President/Chairman of the student organization at the IT University (Student Council), and~~
- ~~- One representative for the external members of the Board of Directors; this person cannot be the Chairman of the Board.~~

~~Sub-section 4 The members of the appointment committee can be appointed for a continuous period of eight years. The appointment committee appoints among its five external members (the two members of the ITU Executive-level Employers' Panel and the three members from non-public contributors to the external funding of research of the IT University), who are appointed in their personal capacity, its Chairman. The Chairman shall have experience with management and a broad knowledge of societal conditions. The Chairman's vote is decisive in case of parity of votes. Together, the five external members shall reflect the users and employers of graduates, and together have knowledge of research, researched-based education, management, organisation and economy, including evaluation of budgets and accounts.~~

~~Sub-section 5 The appointment committee appoints two members, who cannot be members of the appointment committee, the board of directors, employees or students at the university, for the recommendation committee, cf. sub-section 7. The two in question are appointed in their personal capacity.~~

Sub-section 6 Three months, at the latest, previous to the expiration of the period of the external board members, among these the Chairman of the Board, the appointment committee considers if the committee finds it appropriate that the external board members, among these the Chairman of the Board, are given the opportunity to continue for four more years. In that case, and if the external board members, among these the Chairman of the Board, are willing to undertake a new period, the appointment committee makes a re-appointment. A re-appointment of the Chairman of the Board is put forward to the minister for approval, cf. sub-section 11.

Sub-section 7 The university aims to appoint a recommendation committee no later than three months before an external board member steps down from the board, consisting of:

- The Chairman of the Board, who is chair of the recommendation committee, cf. subsection 9, though,
- One external board member,
- One internal board member,
- One representative appointed by the Ministry of Higher Education and Science, and
- Two members appointed by the appointment committee.

Sub-section 8 When the recommendation committee is appointed, the appointment committee decides whether the task of the recommendation committee concerns one or more recommendations to the appointment committee.

Sub-section 9 In case of appointing a new Chairman of the Board, the appointment committee appoints a chairman of the recommendation committee. The chairman of the recommendation committee shall be appointed in her/his personal capacity, cannot be member of the appointment committee, the board of the IT University or be employed or student at the university and shall have competences corresponding to the requirements made to the Chairman of the Board.

Sub-section 10 On the basis of prepared competence profiles, the recommendation body shall advertise openly for proposals for candidates for new external members, among these a new chairman, of the Board of Directors and ensure that the recommended candidates meet current qualification requirements, cf. the Danish University Act, section 12, sub-section 2 and sub-section 3, third og fourth clause. The recommendation body shall prepare a list for the appointment body with a minimum of twoone candidates over and above the required number of external Members Board of Directors that are to be replaced.

~~Sub-section 4~~ The appointment body shall consist of the existing Board of Directors.

Sub-section 11 The appointment bodycommittee shall appoint the Chairman of the Board and the other external members to the Board of Directors on the basis of the recommendation bodycommittee's submitted list and see to that the external board members meet the requirements in section 2 of this appendix. The appointed Chairman of the Board of Directors shall be approved by the minister. The appointment bodycommittee may request a new recommendation if the recommended candidates in the opinion of the appointment bodycommittee do not meet the requirements for the composition of the Board of Directors or current quality and independence requirements, cf. Sections 2 and 3 of this Appendix.

Sub-section 12 If one or more of the current external members of the Board of Directors, including the Chairman, retire from the Board of Directors before the end of the term of four years for which they have been appointed, the Board of Directors shall appoint a new external member is appointed for a four-year period according to the procedure described in sub-sections 2-56-10.

Sub-section 13 If the retiring member is the Chairman of the Board of Directors, the Board of Directors shall after the appointment of a new external member elect a new Chairman from among the external members for a period equivalent to that member's appointment period current external board members are recommended and appointed as Chairman of the Board, the period, in which the external board member has already had a seat on the board, will count in the total maximum period of appointment.

Section 2 Qualifications

The external members of the Board of Directors shall be appointed in their personal capacity.

Sub-section 2 The external Members of the Board of Directors shall jointly have experience in and knowledge of ~~management, organisation and finance, including the assessment of budgets and accounts, cf. Section 12, sub-section 3 of the Danish University Act. The external Members of the Board of Directors shall include representatives with experience of research and educational institutions, preferably including international research and educational experience, research, research based education and knowledge communication, knowledge sharing and the object areas of the university regarding to the Danish University Act, section 2, sub-section 4, in order to being able to attend the overriding and strategic management of the university. The external members shall have a MSc or an education at a similar level, and at least one of the external members shall have experiences as a recognized researcher.~~

Sub-section 3 The ~~competences of the~~ external members ~~shall be recruited from different sectors, e.g. other research establishments, cultural life, public sector businesses, private sector businesses etc. to ensure that the IT University's Board of Directors reflects the overall profile and responsibilities of the University, shall, in total, reflect the remit of the university, cf. the Danish University Act, section 2, and in total the external members shall have knowledge of research, research based education, management, organisation and economy, among this evaluation of budgets and accounts. The Chairman of the Board shall have experience with strategic management of a large company, enterprise or organisation and considerable knowledge of societal conditions.~~

Section 3 Independence

External members of the Board of Directors shall be independent. This means that external members shall not

- have a mandate from another organisation, government authority or business
- have a significant financial or equivalent interest in the IT University
- have held a leading management position at the IT University within the past ten years
- work as a professional advisor or carry out similar tasks for the IT University
- have a significant financial interest in a company acting as professional advisor or similar to the IT University
- be registered as a student at the IT University or
- be employed by the IT University, among this as external examiner or as adjunct professor or adjunct associate professor.

Appendix 2 to the Articles of Association of the IT University

1. Recruitment of the Vice Chancellor

The Board of Directors shall appoint the Vice Chancellor, cf. Section 10, sub-section 7 of the Danish University Act and Section 7, sub-section 1, no. 4+2 of these Articles of Association.

Qualification requirements

The Vice Chancellor shall be a recognised researcher, as this concept is defined in the Danish Act on the Research Advice etc., in one of the University's subject areas and have knowledge of the educational sector. The Vice Chancellor shall further have experience in the management and organisation of research environments and have knowledge of the activities of a university and its interaction with the surrounding society, cf. Section 14, sub-section 2 of the Danish University Act.

The Board of Directors may specify additional qualification requirements.

Job advertisement

The Personnel Section shall prepare a job advertisement and a job description, if applicable, which shall be approved by the Board of Directors.

The Board of Directors shall determine where the position should be advertised, i.e. in which trade magazines/newspapers, and the length of the application deadline which shall in any event be a minimum of 14 days from the placement of the advertisement.

The job advertisement shall be placed according to current rules applicable to public sector job advertisements.

The contact for the job advertisement shall be the Chairman of the Board.

Appointment procedures

The appointment procedures shall ensure that the Vice Chancellor has the professional and managerial legitimacy required.

Applications shall be addressed to the Chairman of the Board who determines which applicants should be invited for interview. The Chairman of the Board shall organise interviews with relevant applicants and on this basis arrive at reasoned written appointment recommendations for submission to the Board of Directors. The Board of Directors may decide to engage external recruitment experts and testing procedures, if required.

In the assessment of whether an applicant meets the requirements contained in the Danish University Act that the Vice Chancellor must be a recognised researcher, as this concept is defined in the Danish Act on Research Advice etc., in one of the University's subject areas, the applicant shall for a number of years both at research level actively have been engaged in research at the level of reader or senior researcher and have been assessed as being qualified by a professional committee in conjunction with an application for a lectureship at a university, a senior research position at a research institution or a position at an equivalent level at a research institution outside Denmark. If a potential candidate is not in possession of such professional assessment, the Board of Directors shall appoint a committee in the form of an assessment committee to assess whether the candidate's scientific activity and research qualifies the applicant as a recognised researcher. If the Board of Directors possesses the same skills as those of an assessment committee, the Board of Directors may, however, carry out the assessment itself.

Employment terms

The Board of Directors decide about the employment terms in accordance with the current government regulations.

2. Dismissal of the Vice Chancellor

The Board of Directors shall dismiss the Vice Chancellor, cf. Section 10, sub-section 7 of the Danish University Act and Section 7, sub-section 1, no. ~~4~~9 of these Articles of Association.

If the Board of Directors decides to commence dismissal procedures against the Vice Chancellor, these shall be applied according to Section 29 of the Danish University Act.

3. Recruitment of the Pro-rector

The Board of Directors shall appoint the Pro-rector on the basis of the Vice Chancellor's recommendation, cf. Section 10, sub-section 7 of the Danish University Act and Section 7, sub-section 1, no. ~~4~~10 of these Articles of Association.

Qualification requirements

The Pro-rector shall be a recognised researcher, as this concept is defined in the Danish Act on Research Advice etc., in one of the University's subject areas and have knowledge of the educational sector. The Pro-rector shall further have experience in the management and organisation of research environments and have knowledge of the activities of a university and its interaction with the surrounding society, cf. Section 14, sub-section 2 of the Danish University Act.

Job advertisement

The Personnel Section shall prepare a job advertisement and a job description, if applicable, which shall be approved by the Board of Directors.

The Vice Chancellor shall determine where the position should be advertised, i.e. in which trade magazines/newspapers, and the length of the application deadline which shall in any event be a minimum of 14 days from the placement of the advertisement.

The job advertisement shall be placed according to current rules applicable to public sector job advertisements.

The contact for the job advertisement shall be the Vice Chancellor.

Appointment procedure

The hiring committee shall comprise the Chairman of the Board and the Vice Chancellor. The hiring committee may decide to engage external recruitment experts and testing procedures, if required. The hiring committee shall organise interviews with relevant applicants and on this basis provide the Vice Chancellor with reasoned written appointment recommendations for submission to the Board of Directors.

In the assessment of whether an applicant meets the requirements contained in the Danish University Act that the Provost – as the Vice Chancellor's deputy – must be a recognised researcher, as this concept is defined in the Danish Act on Research Advice etc., in one of the University's subject areas, the applicant shall for a number of years actively have been engaged in research at the level of associate professor or senior researcher level and have been assessed as being qualified by an assessment committee in conjunction with an application for an associate professorship at a university, a senior research position

at a research institution or a position at an equivalent level at a research institution outside Denmark. If a potential candidate is not in possession of such professional assessment, the Board of Directors shall appoint a committee in the form of an assessment committee to assess whether the candidate's scientific activity and research qualifies the applicant as a recognised researcher. If the Board of Directors possesses the same skills as those of an assessment committee, the Board of Directors may carry out the assessment itself.

Employment terms

The Board of Directors decide about the employment terms in accordance with the current government regulations on the basis of the Vice Chancellor's recommendations, cf. section 10, sub-section 7 of the Danish University Act, and section 7, sub-section 1, no. ~~42~~10, of these Articles of Association.

4. Dismissal of the Pro-rector

The Board of Directors shall dismiss the Pro-rector on the basis of the Vice Chancellor's recommendation, cf. Section 10, sub-section 7 of the Danish University Act and Section 7, sub-section 1, no. ~~42~~10 of these Articles of Association.

If the Board of Directors decides to commence dismissal procedures against the Pro-rector, these shall be applied according to Section 29 of the Danish University Act.

5. Recruitment of the University Director

The Board of Directors shall appoint the University Director on the basis of the Vice Chancellor's recommendation, cf. Section 10, sub-section 7 of the Danish University Act and Section 7, sub-section 1, no. ~~42~~10 of these Articles of Association.

Qualification requirements

The Board of Directors may on the recommendation of the Vice Chancellor specify further qualification requirements.

Job advertisement

The Personnel Section shall prepare a job advertisement and a job description, if applicable, which shall be approved by the Board of Directors.

The Vice Chancellor shall determine where the Position should be advertised, i.e. in which trade magazines/newspapers, and the length of the application deadline which shall in any event be a minimum of 14 days from the placement of the advertisement.

The job advertisement shall be placed according to current rules applicable to public sector job advertisements.

The contact for the job advertisement shall be the Vice chancellor.

Appointment procedure

The hiring committee shall comprise the Chairman of the Board and the Vice Chancellor. The hiring committee may decide to engage external recruitment experts and testing procedures, if required. The hiring committee shall organise interviews with relevant applicants and on this basis provide the Vice Chancellor with reasoned written appointment recommendations for submission to the Board of Directors.

Employment terms

The Board of Directors decide on the employment terms in accordance with the current government regulations on the basis of the Vice Chancellor's recommendation, cf. section 10, sub-section 7 of the Danish University Act and section 7, sub-section 1, no. ~~42~~10, of these Articles of Association.

6. Dismissal of the University Director

The Board of Directors shall dismiss the University Director on the basis of the Vice Chancellor's recommendation, cf. Section 10, sub-section 7 of the Danish University Act and Section 7, sub-section 1, no. ~~42~~10 of these Articles of Association.

If the Board of Directors decides to commence dismissal procedures against the University Director, these shall be applied according to Section 29 of the Danish University Act.

7. Recruitment of Heads of Department

The Vice Chancellor shall appoint the Heads of Department, cf. Section 14, sub-section 4 of the Danish University Act and Section 11, sub-section 1, no. 8 of these Articles of Association.

Qualification requirements

The Heads of Department shall be recognised researchers, as this concept is defined in the Danish Act on Research Advice etc., and shall have experience in education to an appropriate degree, cf. Section 14, sub-section 4, point 2, second full stop, of the Danish University Act.

The Vice Chancellor may specify additional qualification requirements.

Job advertisement

The Personnel Section shall prepare job advertisements and job descriptions, if applicable, which shall be approved by the Vice Chancellor.

The Vice Chancellor shall determine where the position should be advertised, i.e. in which trade magazines/newspapers, and the length of the application deadline which shall in any event be a minimum of 14 days from the placement of the advertisement.

The job advertisements shall be placed according to current rules applicable to public sector job advertisements.

The contact for the job advertisement shall be the Vice Chancellor.

Appointment procedures

The appointment procedures shall ensure that the Heads of Department have the professional and managerial legitimacy required.

The hiring committee shall comprise the Vice Chancellor and a further two persons appointed by the Vice Chancellor. The appointment committee may decide to engage external recruitment experts and testing procedures, if required. The hiring committee shall organise interviews with appropriate applicants and on this basis the Vice Chancellor shall determine whether to appoint the applicants to the position of Head of Department.

In the assessment of, whether an applicant meets the requirements contained in the Danish University Act that Heads of Department must be recognised researchers, the applicant shall for a number of years

actively have been engaged in research at a scientific level at a minimum level of associate professor or senior researcher level at a research institution outside Denmark. If a potential candidate is not in possession of such a scientific assessment, the Vice Chancellor shall appoint a committee in the form of an assessment committee to assess whether the candidate's scientific activity and research qualifies the applicant as a recognised researcher.

Employment terms

The position shall be on a fixed-term basis for a period of up to six years.

The fixed-term contract may be extended without re-advertisement of the position in accordance with government regulations.

Re-appointment after re-advertisement may take place maximum twice, or more if re-appointment is justified for objective reasons.

The appointment of a Head of Department may include negotiation of a return to the IT University as research associate.

8. Dismissal of the Head of Department

The Vice Chancellor shall dismiss Heads of Department, cf. Section 14, sub-section 4 of the Danish University Act and Section 11, sub-section 1, no. 8 of these Articles of Association.

If the Vice Chancellor decides to commence dismissal procedures against a Head of Department, these shall be applied according to Section 29 of the Danish University Act.

9. Appointment of the Head of Studies

The Vice Chancellor shall appoint the Head of Studies on the recommendation of the Study Board, cf. Section 11, sub-section 1, no. 9 of these Articles of Association.

Qualification requirements

The appointment shall ensure that the Head of Studies has the professional legitimacy required.

The Head of Studies shall be a research employee.

The Vice Chancellor may specify additional qualification requirements for position of Head of Studies.

10. Dismissal of the Head of Studies

The Vice Chancellor shall dismiss the Head of Studies on the recommendation of the Study Board, cf. Section 11, sub-section 1, no. 9 of these Articles of Association.

11. Appointment of the Heads of the PhD Schools

The Vice Chancellor shall appoint the Heads of the PhD Schools, cf. Section 14, sub-section 5 of the Danish University Act and Section 11, sub-section 1, no. 10 of these Articles of Association.

Qualification requirements

The appointment procedure shall ensure that the Heads of the PhD Schools have the professional and managerial legitimacy required.

A Head of the PhD School shall be a recognised researcher, as this concept is defined in the Danish Act on Research Advice etc., and shall have experience in education, cf. Section 14, sub-section 5, second full stop, of the Danish University Act.

In the assessment of whether an appointed Head of the PhD School meets the requirements contained in the Danish University Act that PhD Directors must be recognised researchers, the Head of the PhD School shall for a number of years actively have been engaged in research at a scientific level and at a minimum at the level at a minimum level of associate professor or senior researcher level at a research institution outside Denmark. If a potential candidate is not in possession of such scientific assessment, the Vice Chancellor shall appoint a committee in the form of an assessment committee to assess whether the candidate's scientific activity and research qualifies the applicant as a recognised researcher.

12. Dismissal of Heads of the PhD Schools

The Vice Chancellor shall dismiss a Head of the PhD School, cf. Section 11, sub-section 1, no. 10 of these Articles of Association.