For the Members of the Board

Executive Management
Direct phone: +45 22906886
E-mail: lepr@itu.dk
Journal no.:

November 16, 2023

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, 2023, 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. Welcome to the two new members of the Board

3. State of the Union

4. New joint agreement: improvement of the conditions for covering the costs of fund-financed projects

5. The Accounting of Third Quarter and the Prediction of the Result of the Year 2023 (briefing)
Enclosure 1: Accounts of the ITU as per September 30, 2023

6. Fulfilment of Strategic Contract Targets 2023 (discussion)
Enclosure 2: Follow-up on Focal Strategic Framework Contract Targets 2023 after Third Quarter

7. Strategic Activities for 2024 (briefing)
Enclosure 3: Strategic Activities 2024

8. The Budget 2024 (decision)
Enclosure 4: Budget Proposal 2024
Enclosure 5 Appendix:

9. The Candidate reform (briefing)

Confidential item:

10.

Public items:

11. Information about Ridderkorset
Enclosure 7: Procedure regarding "Ridderkorset" and e-mail from Ministry of Higer Education and Science (briefing)

12. Questions Regarding Mail-delivered Briefings (briefing)

13. Any Other Business

14. The Board´s 15 Minutes

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, 2022, have been received.

Recommendation:
The Executive Management recommends that the minutes be approved.

Item 2: Welcome to the two new members of the Board

Item 3: State of the Union (briefing)

At the meeting, Per Bruun Brockhoff will give a briefing on what is happening at the ITU.

Item 4: New joint agreement: improvement of the conditions for covering the costs of fund-financed projects.

At the meeting Executive Management, will give a short presentation of the joint agreement.

Item 5: The Accounting of Third Quarter and the Prediction of the Result of the Year 2023 (briefing)
Enclosure 1: Accounts of the ITU as per September 30, 2023

We refer to the enclosure.

Item 6: Fulfilment of Strategic Contract Targets 2023 (discussion)
Enclosure 2: Follow-up on Focal Strategic Framework Contract Targets 2023 after Third Quarter

Most strategic targets will very likely be fulfilled. However, the number of PhD defenses will not reach 15 (B16) because of delays with the PhD projects due to Covid-19 and illness. In relation to Lifelong Learning when counting the number of courses with participation of part-time students and ITU Professional Courses are not expected to reach 100 in 2023 (B18), however it seems we will have the expected overall LLL student take in. Regarding collaboration and relationship (B15) it has been difficult to embrace all the collaborative work going on at ITU within research in a fixed model. Going forward it has been decided to fucus more on concrete activities at the research departments in 2024.

Item 7: Strategic Activities for 2024 (briefing)
Enclosure 3: Strategic Activities 2024

We refer to the enclosure.

Item 8: The Budget 2024 (decision)
Enclosure 4: Budget Proposal 2024
Enclosure 5 Appendix:

We refer to the enclosure.

Recommendation:
The Executive Management recommends that the Budget Proposal 2024 be approved.

Item 9: The Candidate reform (briefing)

At the meeting Per Bruun Brockhoff will give a status of the work within the "Kandidatudvalg".

Confidential item:

Item 10:

Public items:

Item 11. Information about Ridderkorset
Enclosure 7: Procedure regarding "Ridderkorset" and e-mail from Ministry of Higer Education and Science (briefing)

At the meeting Georg Dam Steffensen, will give a short brief regarding Ridderkors decorations.

Item 12: Questions Regarding Mail-delivered Briefings (briefing)
2023-10-16: ITU News: New joint agreement: improvement of the conditions for covering the costs of fund-financed projects.
2023-11-2: ITU News: Information regarding Nyt SiS

Item 13: Any Other Business

Item 14: The Board´s 15 Minutes

For board members only.

Yours sincerely,

Lene Dahl Prahm

Finance
25 October 2023

Enclosure 1

Accounts of the IT University of Copenhagen, as per September 30 2023

This report presents the third quarter actual accounts and the revised forecast of September 30 2023, including a cash flow forecast and revised assumptions and uncertainties.

Table 1: Overview of income, costs and equity

Financial items (KDKK)	Budget 2023	FCST 2023 July	FCST 2023 October
Income	417,077	418,675	419,191
Personnel costs	-283,240	-284,753	-284,966
Other operating costs	-137,877	-138,376	-138,741
Profit from ordinary operations	**-4,040**	**-4,454**	**-4,516**
Financial income and costs	909	1,519	1,519
Profit, year-end	**-3,131**	**-2,935**	**-2,997**
Equity, end-year*	64,689	64,626	64,564
Equity/income ratio	0.16	0.15	0.15

*Equity, end-year in Budget 2023 are based on Accounts as per September 30 2022. While Equity, end-year in July and October Forecast 2023 are based on actual accounts as per December 31 2022.

Table 1 shows an overview of income, costs and equity. Executive Management expects no significant change compared to July forecast.

We elaborate on income and costs in the section *Third quarter financial follow-up.*

Table 2: Staff forecast

Staff Forecast (FTE)	FCST 2023 July	Change	FCST 2023 October
Researchers, senior	92.7	-5.5	87.2
Researchers	45.3	11.1	56.4
Researchers, external funding	92.8	-2.1	90.7
Academic staff, full-time	**230.8**	**3.6**	**234.4**
External lecturers	17.8	-6.6	11.2
Other part-time teachers and external examiners	41.7	0.6	42.3
Academic staff, part-time	**59.5**	**-6.0**	**53.5**
Academic staff	**290.3**	**-2.4**	**287.9**
Administrative staff	171.8	0.0	171.8
Administrative staff, external funding	5.7	0.0	5.7
Administrative staff	**177.5**	**0.0**	**177.5**
Staff total	**467.8**	**-2.4**	**465.4**
Administrative/academic staff ratio	**0.61**	**0.01**	**0.62**

Table 2 shows the forecast on staff. We have adjusted the number of researcher and researchers, senior and external lecturers to match the detailed review of the salary forecast as per October. Due to the downward adjustment in external funding, we expect to hire less externally funded researchers. We elaborate on the matter in the section about external research spending.

The forecast shows the administrative/academic staff ratio is well below the sector average of 0.75 FTE, all staff included.

Third Quarter financial follow-up

In Table 3, we show the estimated income and costs compared to actual accounts at the end of the third quarter, and the October forecast. In general, the estimate per September 30 is equal to 3/4 of forecast October 2023. We elaborate on significant deviations and changes for budget items in the following sections.

Table 3: Break down of income and costs

Budget items (KDKK)	Estimate per 30 Sep	Actual per 30 Sep	Deviation per 30 Sep	FCST 2023 July	Change	FCST 2023 October
Study activity grants and tuition fees	118,416	118,416	0	156,312	1,576	157,888
Education, base grants	31,843	31,843	0	42,457	0	42,457
Research, base grants	106,016	106,016	0	141,354	0	141,354
Other government grants	-12,743	-12,743	0	-16,990	0	-16,990
External research grants	60,200	54,110	-6,090	82,518	-2,251	80,267
External grants other	1,533	1,916	383	2,410	-366	2,044
Facilities subleasing	3,049	3,017	-32	4,065	0	4,065
Other income Academic departments	1,151	1,191	40	815	719	1,534
Other income Adminstrative departments	4,929	6,269	1,340	5,734	838	6,572
Income	**314,393**	**310,035**	**-4,358**	**418,675**	**516**	**419,191**
Personnel costs	40,741	34,638	-6,102	55,460	-1,139	54,321
Other operating income and costs	7,627	8,595	968	10,916	-747	10,169
External research	**48,368**	**43,233**	**-5,134**	**66,376**	**-1,886**	**64,490**
Personnel costs	97,201	98,471	1,271	129,148	453	129,601
Other operating costs	10,295	7,647	-2,648	12,148	1,578	13,726
Academic departments	**107,495**	**106,118**	**-1,377**	**141,296**	**2,031**	**143,327**
Personnel costs	75,783	77,844	2,061	100,145	899	101,044
Other operating costs	33,960	28,799	-5,161	46,340	-1,060	45,280
Administrative departments	**109,743**	**106,643**	**-3,100**	**146,485**	**-161**	**146,324**
Building	**49,445**	**41,175**	**-8,270**	**64,598**	**1,329**	**65,927**
Management pools	**0**	**0**	**0**	**4,374**	**-735**	**3,639**
Ordinary operating net costs	**315,051**	**297,169**	**-17,882**	**423,129**	**578**	**423,707**
Profit from ordinary operations	**-658**	**12,865**	**13,523**	**-4,454**	**-62**	**-4,516**
Financial income and costs	**1,139**	**4,223**	**3,083**	**1,519**	**0**	**1,519**
Profit	**482**	**17,088**	**16,607**	**-2,935**	**-62**	**-2,997**

Academic departments consist of costs regarding Computer Science, Digital Design, Business IT, The Dean of Education, the PhD School, the Library and research centres.

Administrative departments consist of costs regarding Student Affairs and Programmes, the Communication Department, the IT Department, Facilities Management, the Department of Finance, HR, Management Secretariat 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.

Student activity grants and tuitions fees (+1.6 M)
Actual income follows the estimate per September 30.

As shown in table 4, the expected income from study activity is DKK 1.6 M above the July forecast, corresponding to an increase in 17 student FTEs in study activity of full-time students and a decrease of 3 student FTEs in study activity of part-time students.

Table 4: Study activity forecast

Study Activity Forecast	FCST July 2023		Change		FCST October 2023	
	units	KDKK	units	KDKK	units	KDKK
Students, BSc	852	60,506	5	341	857	60,847
Students, MSc	945	67,116	12	838	957	67,954
Students, guests and foreign scholarship students	54	4,905	0	29	54	4,934
Students, full-time (FTE)	**1,851**	**132,527**	**17**	**1,208**	**1,868**	**133,735**
Students, part-time (FTE)	**44**	**7,952**	**-3**	**-256**	**42**	**7,696**
Employment bonus	100%	7,278	0%	67	100%	7,345
Excess study time bonus	100%	7,278	0%	67	100%	7,345
Quality		-0		-0		-0
Bonuses		**14,556**		**134**		**14,690**
Other student activity		**1,277**		**490**		**1,767**
Total income from study activity		**156,312**		**1,576**		**157,888**

Base grants and other government grants

Actual income from base grants and other government grants follows the estimate of as per September 30. Forecast October on base grants and other government grants follows the estimate of July.

External research grants (-2.3 M)

Actual income is below the estimate as per September 30 by DKK 6.1 M. As in previous years, we expect activities to pick up, during the final quarter of the year. The most recent external funding forecast from Research Support shows a decrease of DKK 2.3 M. The external research funding forecast includes a general assumption of delays in planned activities and an assumption of spending generated from upcoming grants.

External grants other (-0.4 M)

Actual income is above the estimate as per September 30 by DKK 0.4 M. We have adjusted the forecast on external grants other downwards by DKK 0.4 M, as grants some grants has expired.

Facilities subleasing

Actual income from facilities subleasing follows the estimate as per September 30. The forecast remains unchanged.

We have a total of 4,800 square meter of office spaces available for subleasing. The Budget 2023 includes an expectation of subleasing 80 pct. of office spaces in 2023. Currently subleasing of office spaces is at 46 pct.

Other income from Academic departments (+0.7 M)

Actual income follows the estimate as per September 30. The forecast has been adjusted with DKK 0.7 M. The additional income derives from research activities and sponsorships other than external research grants.

Other income from Administrative departments (+0.8 M)

Income from Administrative departments is above the estimate as per September 30 by DKK 1.3 M. The forecast has been adjusted upwards with DKK 0.8 M.

External research (-1.9 M)

The forecast has been adjusted to match the changes elaborated in the section about External research grants. The forecast has been adjusted downwards with DKK 1.9 M.

Actual personnel costs are below the estimate as per September 30 by DKK 6.1 M. Actual other operating costs are above the estimate as per September 30 by DKK 1.0 M. As expected in July forecast, spending has picked up during the second half of the year, but not as much as hoped for.

Finance estimates an average overhead around 25 pct. of direct costs for administration and infrastructure.

Academic departments (+2.0 M)

The actual personnel cost is above the estimate as per September 30 by DKK 1.3 M.

We base the personnel forecast from September on the hiring plans from the departments. In previous years, the hiring plans from the department heads tend to be optimistic, thus we reduce the personnel forecast for the departments. In the July forecast we reduced the personnel costs by 2 pct., but as the department heads are successful at following their hiring plans, we have reduced the personnel costs by 1 pct., total equivalent of approximately DKK 1.0 M.

The actual costs for other operations are below the estimate as per September 30 by DKK 2.6 M. As in previous years, we expect activities will pick up during the rest of the year. The forecast has been adjusted upwards with DKK 1.6 M to match additional income from the departments, transfers from management pools to support strategic actions regarding Life Long Learning and lastly the departments has transferred salary budget to other operations to support the increased costs in conference fees, travelling, and accommodation abroad.

Administrative departments (-0.2 M)

The actual personnel cost is above the estimate as per September 30 by DKK 2.1 M. We have adjusted the October forecast for personnel cost upwards by DKK 0.9 M, as we have adjusted provision of holiday pay and salary reimbursement regarding parental and sick leave upwards.

The actual cost for other operations is lower than the estimate as per September 30 by DKK 5.2 M. We expect costs regarding purchase of hardware, approved investments in new IT-systems, the ongoing workplace

assessment and study trips etc. for master's students will be incurred during the rest of the year. The October forecast has decreased by DKK 1.1 M, as we have moved some budget items related to depreciation on buildings to the section Building.

Building (+1.3 M)

Actual cost is below the estimate as per September 30 by DKK 8.3 M. We expect costs to pick up during the fourth quarter, as most building maintenance goes on during the second half of the year. The forecast has been adjusted upwards by DKK 1.3 M as we have transferred costs related to depreciation on buildings from other operations and adjusted property taxes downwards to match actual costs.

Management pools (-0.7 M)

Management pools have decreased by DKK -0.7 M which reflects transfers from management pools to other budget items to support strategic actions.

Financial income and costs

Financial income is above the estimate as per September 30 by DKK 3.1 M. Due to the uncertainty in the capital market the forecast remains unchanged. We will elaborate more about the capital market in the section Uncertainties.

Cash flow forecast

Cash flow forecast 2023

The cash flow forecast below shows cash holdings to be positive throughout the year 2023. Mainly, this is due to the monthly instalments of government grants and tuition.

The cash flow starts at DKK 48 M and drops low, especially in January, April, and October due to the quarterly payments of rent. There is an increase in cash flow during June through August due to expected payments to the Master courses and a sizable settlement for study activity grants for the first two quarters of 2023 due to the delayed finalization of the Finance Act of 2023. Property taxes are paid in February and August. In August we received a large sum of prepayment regarding external funded research. From October the cash flow holdings have a stable development, and at the end of the year, cash holdings are expected to amount to DKK 46 M.

The Department of Finance is charged with monitoring the cash flow throughout the year and will advise Executive Management to transfer funds from capital investments to cash holdings to avoid overdraft during the year, if necessary.

Cash flow forecast 2023
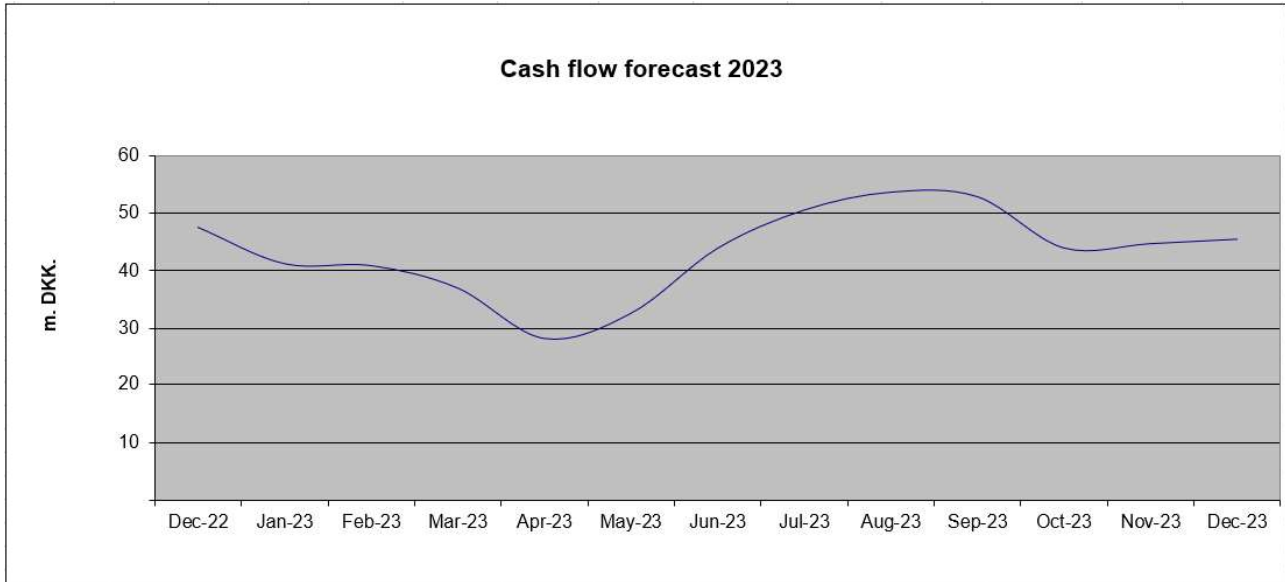
Uncertainties

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.

Uncertainty regarding external research grants
The forecast on external research grants, i.e., the spending of grants comes with the inherent risk of delays in the existing project portfolio and additional spending from upcoming awards. Historically, the October forecast may deviate up to +/÷ 8 pct. from the end year result.

Uncertainty regarding the academic personnel cost forecast
The forecast for personnel costs for the academic departments has been updated, and severance agreements are included in the forecast. We maintain the assumption that department heads will not fully make use of their salary budget, i.e., we include a general reduction of 1 pct.

Uncertainty of the capital markets
The capital markets are volatile, and current positive return on capital investments may fluctuate significantly before the end of the year.

ENCLOSURE 2

Follow-up on Strategic Targets for 2023

The report stated in the chart below represents the results as of 1 October 2023.

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
Target 1: Relevant educations with low unemployment and gender diversity			
B1	In 2023, the weighted rolling average of graduate unemployment measured fourth to seventh quarter after the graduation of MSc graduates from the IT University in 2018, 2019 and 2020 is less than the corresponding unemployment for all MSc graduates from Danish universities.	In 2023, the weighted rolling average of graduate unemployment measured fourth to seventh quarter after the graduation of MSc graduates from the IT University in 2018, 2019 and 2020 is 8.7 per cent. The weighted rolling average of MSc unemployment measured fourth to seventh quarter after the graduation of all MSc graduates from Danish universities is 13.1 per cent. The target is achieved in 2023.	🟢

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| B2	Maintain high graduate employment in the private sector: The proportion of the IT University's employed MSc graduates who are employed in the private sector is maintained at 80-90 per cent in each of the years up to and including 2025.	In 2023, 82 per cent of the employed MSc graduated in 2018 from the IT University were employed in the private sector. The target is achieved in 2023.	🟢
B3	In 2023, there will be a dialogue across the academic departments on how to develop green IT competences supported by interdisciplinarity as well as what the level of ambition should be. The study programmes in the Digital Design Department will in 2023 include a Green Competence Profile in their Employability Profiles.	The cross disciplinary dialogue on development of green IT competences has been initiated at the IT University, e.g. an inspirational meeting was held for all Heads of Study Programme, Heads of Departments and Learning Support in September. One of the outcomes of the cross disciplinary dialogues has been that the study programmes at the Computer Science Department have decided to include Green Competence Profiles in their Employability Profiles already in 2023 to strengthen cross-departmental alignment and collaboration. This means that the study programmes at both the Digital Design Department and the Computer Science Department have included a Green Competence Profile in their Employability Profiles in 2023 after approval from their Employer's Panels at meetings in September and November. The target is expected to be achieved in 2023. There will be a follow up after fourth quarter.	🟢

B4	In 2023, the plan developed and approved in 2022 to support that the IT University in the future can admit at least 30 per cent female students on the BSc study programmes is executed. In 2023, the IT University admits at least 30 per cent female students on the BSc study programmes.	In 2023, the IT University has pursued the plan developed and approved in 2022. The IT University has admitted 36 per cent female students on the BSc study programmes. The target is achieved in 2023.	🟢
B5	In 2023, the plan developed and approved in 2022 for increasing retention and wellbeing on the Study Programme BSc in Software Development for ensuring a completion rate of at least 70 per cent is implemented.	Most of the initiatives described in the plan developed and approved in 2022 for increasing retention and wellbeing on the Study Programme BSc in Software Development have already been implemented. Further implementation of changes to courses on the Study Programme BSc in Software Development will continue in fall 2023. Formal student satisfaction surveys haven't been conducted yet this semester. The target is expected to be achieved in 2023. There will be a follow up after fourth quarter 2023.	🟢
Target 2: Enhanced study well-being and high learning outcomes			
B6	In 2023, the IT University continues initiatives in relation to improving study well-being and an inclusive learning environment with special focus on the first year of study.	The following activities have been implemented to improve a thriving and inclusive learning environment with special focus on the first year of study: All new BSc students have in the autumn 2023 been invited to participate in several mentoring group sessions with older students throughout the first year of study. The target is achieved in 2023.	🟢

| B7 | Strengthen the students well-being "There is a good social study environment" (Baseline 2021: Score 4.0, Danish Student Survey). | The results of the Danish Student Survey (Denmark's Study Survey) are awaited end of 2023. The IT University has continued the ongoing activities to strengthen the students' well-being and a good social study environment. A score of at least 4.0 is expected in 2023.

The target is expected to be achieved in 2023.

There will be a follow-up after the fourth quarter of 2023. | 🟢 |
| B8 | Maintain a high learning outcome: "My learning outcome is high", (Baseline 2021: Score: 3.8, Danish Student Survey). | The next Danish Student Survey will run in December 2023. The results are hard to predict, however, the latest course evaluation data from spring 2023 indicate that IT University students are very satisfied with their learning outcome as both average course scores and teacher scores were above target in the IT University Quality Policy and higher than the years before.

The target is expected to be achieved in 2023.

There will be a follow up after fourth quarter 2023. | 🟢 |

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B9	Maintain a high learning outcome: "Overall, the quality of my education is high" (Baseline 2021: Score: 4.1, Danish Student Survey).	The next Danish Student Survey will run in December 2023. The results are hard to predict, however, the latest course evaluation data from spring 2023 indicate that the IT University students are very satisfied with the quality of their courses as both average course scores and teacher scores were above target in the IT University Quality Policy and higher than the years before. The target is expected to be achieved in 2023. There will be a follow up after fourth quarter 2023.	🟢
B10	Maintain the dropout rate at BSc: "The dropout rate for BSc students admitted in 2022" (Baseline 2020: 15.5 per cent).	After third quarter 2023, the dropout rate for BSc students admitted in 2022 was 13.9 per cent. The target is expected to be achieved in 2023. There will be a follow up after fourth quarter 2023.	🟢
B11	Maintain the dropout rate at MSc: "The dropout rate for MSc students admitted in 2022" (Baseline 2020: 6.9 per cent).	After the third quarter of 2023, the dropout rate for MSc students admitted in 2022 was 4.0 per cent. The target is expected to be achieved in 2023. There will be a follow up after fourth quarter 2023.	🟢

Target 3: Strengthen IT research that reflects society's needs			
B12	In 2023, the IT University will maintain or increase the number of academic staff (assistant professors, associate professors and professors) in the field of data science relative to the baseline of 23 at the end of 2021.	When academic staff (assistant professors, associate professors and professors) in the field of data science leave, new people are hired to replace them. The number of faculty will be retained or increased. The target is expected to be achieved in 2023. There will be a follow up after fourth quarter 2023.	🟢
B13	At least seven researchers (assistant professors, associate professors and professors) are associated the new Center for Climate IT at the IT University end of 2023.	After third quarter 2023, 16 researchers (assistant professors, associate professors and professors) are associated the new Center for Climate IT at the IT University. The target is achieved in 2023. There will be a follow up after fourth quarter.	🟢
B14	The IT University will within the field of digital play in 2023 establish a systematic dialogue with at least one more company or public collaboration partner.	In 2023, the IT University has initiated dialogue with three organisations and culture institutions about collaborations on a new museum, an exhibtion and digital literacy within the digital play field. The target is achieved in 2023. There will be a follow up after fourth quarter.	🟢

B15	In 2022, "the collaborate and relationship model" to support the IT University in becoming a preferred research partner for relevant private and public organisations was developed in collaboration with Heads of Departments. Next step is to identify possible initiatives on how to strengthen the model. This identification will be developed in collaboration with primarily the Heads of Departments and the Dean of Education.	A draft questionnaire has been developed and has been tested on one Head of Department before summer 2023. Post summer the rest of the Heads of Department will be included. Before the end of 2023, based on the questionnaire, it is expected that there will be some new initiatives to present to the Executive Management. The target is likely to be achieved in 2023. There will be a follow up after fourth quarter 2023.	🟡
Target 4: Increased number of PhDs and focus on contributing innovation and value to society			
B16	In 2023, at least 15 PhD students will graduate at the IT University.	Six PhD students have successfully defended their thesis in 2023. Further two PhD students are confirmed to defend their thesis in October. Another four PhD students may have their defence in 2023, if their theses will be recommended for defence. The target is not expected to be achived in 2023.	🔴
Target 5: Lifelong learning that contributes to a strengthened competitiveness			
B17	In 2023, there will be an inclusive process with all relevant stakeholders to make a strategy for lifelong learning at the IT University.	A project has been formulated and initiated with the Rector as Head of the Steering Group. The project is running as planned and a third Steering Group Meeting has been held 12 October 2023. The target is expected to be achieved in 2023. There will be a follow up after fourth quarter 2023.	🟢

B18	Participants and students are participating in more than 100 competence development activities within lifelong learning in 2023 at the IT University.	In 2023, part-time students are studying at approximately 59 different courses and approximately 16 ITU Professional Courses are expected to be held. Although a few other learning activities are held, it is not expected that the target of 100 courses within lifelong learning will be achieved in 2023. There will be a follow up after fourth quarter 2023.	🔴
B19	More than 600 participants and students are participating in competence-developing activities within lifelong learning in 2023 at the IT University.	The status after third quarter 2023 is that 860 participants have participated in or signed up for life-long learning activities at the IT University in 2023. The target is achieved in 2023. There will be a follow up after fourth quarter 2023.	🟢
B20	The turnover relating to activities that contribute to competence development within income covered business is higher than DKK 2.07 million in 2023.	After the third quarter in 2023, the turnover concerning courses being offered as income covered business is more than DKK 1.6 million. Based on the activity forecast for the autumn 2023, it is expected that the turnover concerning courses being offered as income covered business will be at the same level or a little bit higher than the baseline of DKK 2.07 million turnover in 2021. The target is expected to be achieved in 2023. There will be a follow up after fourth quarter 2023.	🟢

ENCLOSURE 3

Strategic activities for 2024:

The ITU focus targets 2024 are proposed hereunder.

Process to identify Strategic activities: The strategic activities 2024 have been identified by an ongoing dialog in ITU Management Group (consisting of Executive Management and the Heads of research and administrative departments) and is identified as activities to give extra focus and attention in 2024, to ensure fulfillment of ITU Strategy and the Strategic Framework Contract with the Ministry of Higher Education and Science.

Besides the strategic activities 2024 there will naturally also be a focus on fulfillment of all the other targets given in the ITU strategy and the Strategic framework contract.

Strategic activities within the area of ITU education:

1. The LLL strategy will be implemented based on the executive Management approved implementation plan.
2. ITU will enhance the best possible outcome of the work with the Candidate reform.

Strategic activities within the area of Research/Innovation:

3. Execution of the Climate Center strategy
4. Research Departments will identify specific actions to become a preferred research partner.

Strategic activities within the area of leadership and the organization:

5. There will be a process to ensure an involving follow-up on the cross-cutting topics arising from the APV.
6. The management group at ITU will create a codex for good leadership at ITU.
7. ITU will improve the diverse and inclusive culture at the University.
8. The organization will identify climate organizations initiatives regarding Buildings and employee behavior.

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Enclosure 4

Budget Proposal 2024

This presentation concerns the ITU Budget Proposal 2024.

Summary

Since the approval of the Framework Budget at the September meeting, we have prepared Budget Proposal 2024. Budget Proposal 2024 still shows a positive result of DKK 0.5 M in 2024, as Executive Management expects no major changes compared to the Framework Budget.

The Budget Proposal 2024 includes a management pool of DKK 5.0 M in 2024 to sustain strategic actions.

The equity/income ratio remains unchanged at 0.15, compared to the Framework Budget.

Executive Management recommends that the Board approves the submitted Budget Proposal 2024.

General assumptions

We base the Budget Proposal on equity at the end of 2023 as expected in the accounts as per September 2023 from October 2023.

We regulate government grants with a +4.4 percent average price/wage inflator, as stated in the Budget Proposal Act. We regulate personnel costs and other operating costs with +3.6 percent and +5.5 percent in 2023, respectively.

Equity and equity/income ratio

Table 1 shows equity and the equity/income ratio. Note that the equity end-year 2023 is based on 3rd quarter forecast 2023. Equity increases with the positive result of DKK 0.5 M from 2023 to 2024. In 2024 the equity ratio is below the preferred level of 0.18.

IT UNIVERSITY OF COPENHAGEN

Table 1: Equity

Budget items (KDKK)	Forecast 2023 Q3	Framework 2024	Change	Budget 2024
Equity, end-year*	64,564	65,063	0	65,063
Equity/income ratio	0.15	0.15	0.00	0.15

Equity, end-year in Budget 2023 are based on Accounts as per september 30 2023. While Equity, end-year in Framework 2024 and Budget 2024 are based on equity, end year forecast 2023 Q3.

Income and costs

In table 2, we compare the income, costs, and equity of the Framework Budget with the Budget Proposal 2024. We elaborate on assumptions about income and costs compared to the Framework Budget in the sections below.

Table 2: Budget Proposal 2024

Budget items (KDKK)	Budget 2023	Framework 2024	Change	Budget 2024
Study activity grants and tuition fees	155,792	162,802	632	163,434
Education, base grants	42,457	44,320	0	44,320
Research, base grants	141,354	148,679	0	148,679
Other government grants	-16,905	-17,655	-279	-17,934
External research grants	75,214	89,043	0	89,043
Facilities subleasing	8,200	4,244	0	4,244
Other commercial activities and grants	10,965	6,592	241	6,833
Income	**417,077**	**438,025**	**594**	**438,619**
Personnel costs	52,650	59,659	0	59,659
Other operating costs	7,521	11,576	0	11,576
External research	**60,171**	**71,235**	**0**	**71,235**
Personnel costs	125,910	122,695	550	123,245
Other operating costs	15,299	14,164	165	14,329
Academic departments	**141,209**	**136,859**	**715**	**137,574**
Personnel costs	104,678	108,429	228	108,657
Other operating costs	46,123	46,966	-1,745	45,221
Administrative departments	**150,801**	**155,395**	**-1,517**	**153,878**
Building	**63,934**	**70,556**	**1,405**	**71,961**
Management pools	**5,000**	**5,000**	**-9**	**4,991**
Ordinary operating net costs	**421,115**	**439,046**	**-593**	**439,639**
Profit from ordinary operations	**-4,038**	**-1,020**	**0**	**-1,020**
Financial income and costs	**909**	**1,519**	**0**	**1,519**
Profit	**-3,129**	**499**	**0**	**499**

The Budget Proposal 2024 shows a positive result of DKK 0.5 M in 2024.

Table 3: Staff forecast

Staff Forecast (FTE)	Budget 2023	Framework 2024	Change	Budget 2024
Researchers, senior	91.4	93.2	0.0	93.2
Researchers	45.3	29.7	0.0	29.7
Researchers, external funding	95.6	106.8	0.0	106.8
Academic staff, full-time	**232.3**	**229.7**	**0.0**	**229.7**
External lecturers	17.7	18.0	0.0	18.0
Other part-time teachers and external examiners	37.7	38.3	0.0	38.3
Academic staff, part-time	**55.4**	**56.3**	**0.0**	**56.3**
Academic staff	**287.7**	**286.0**	**0.0**	**286.0**
Administrative staff	**191.2**	**187.2**	**0.0**	**187.2**
Staff total	**478.9**	**473.2**	**0.0**	**473.2**
Administrative/academic staff ratio	**0.66**	**0.65**	**0.0**	**0.65**

Researchers, senior are professors and associate professors.

Researchers include assistant professors, post docs, research assistants, and PhD students.

Administrative staff include permanent positions in the academic departments such as the three heads of department, Dean of education, lab managers, research programmers, and student workers assisting researchers.

As shown in table 3, total staff is unchanged compared to the Framework Budget.

The administrative/academic staff-ratio is also unchanged compared to the Framework Budget and is still below the average of the Danish university sector an administrative/academic staff ratio of 0.74 (2022-level).

Student activity grants and tuition fees

In table 4, we show the student activity forecast in student FTEs and DKK, which we base on the admission forecast in table 5 and rates from the Budget Proposal Act in table 5.

Table 4: Student activity forecast

Study Activity Forecast	Budget 2023		Framework 2024		Change		Budget 2024	
	units	KDKK	units	KDKK	units	KDKK	units	KDKK
Students, BSc	853	60,584	833	61,716	0	-6	833	61,710
Students, MSc	911	64,681	953	70,633	9	614	962	71,247
Students, guests	30	2,130	40	2,965	-	-1	40	2,964
Students, foreign schoolarships	8	1,728	8	1,694	-	1	8	1,695
Students, full-time (FTE)	**1,802**	**129,123**	**1,834**	**137,008**	**9**	**608**	**1,842**	**137,616**
Students, part-time (FTE)	**51**	**11,344**	**44**	**9,538**	**-1**	**-604**	**43**	**8,934**
Employment bonus	85%	7,083	100%	7,523	0%	34	100%	7,557
Excess study time bonus	100%	7,083	100%	7,523	0%	34	100%	7,557
Bonuses		**14,166**		**15,046**		**68**		**15,114**
Other student activity		**1,159**		**1,210**		**560**		**1,770**
Total income from study activity		**155,792**		**162,802**		**632**		**163,434**

The student activity forecast shows an increase of 9.0 FTEs in full-time students and a decrease of 1.0 part-time student FTEs compared to the Framework Budget.

Table 5: Student admission forecast

Admission (Number of students)	Actual 2018	Actual 2019	Actual 2020	Actual 2021	Actual 2022	Budget 2023	Actual 2023	Forecast 2024	Forecast 2025	Forecast 2026	Forecast 2027
B-SWU	149	162	195	163	153	160	164	160	160	160	160
B-DDIT	59	62	55	59	55	59	64	59	59	59	59
B-GBI	69	72	95	95	64	60	67	60	60	60	60
B-DS	64	68	88	79	66	80	92	80	80	80	80
BSc	**341**	**364**	**433**	**396**	**338**	**359**	**387**	**359**	**359**	**359**	**359**
K-DDIT	139	139	133	106	118	115	112	115	115	115	115
K-DIM	159	129	128	136	132	130	150	130	130	130	130
K-SD	79	107	145	120	107	120	133	120	120	120	120
K-DS	0	0	0	37	36	30	34	30	30	30	30
K-CS	91	80	87	96	92	102	102	102	102	102	102
K-GAMES	49	52	43	55	38	50	67	50	50	50	50
MSc	**517**	**507**	**536**	**550**	**523**	**547**	**598**	**547**	**547**	**547**	**547**
M-ILM	40	42	41	24	35	40	15	40	40	40	40
Master	**40**	**42**	**41**	**24**	**35**	**40**	**15**	**40**	**40**	**40**	**40**
Total	**898**	**913**	**1010**	**970**	**896**	**946**	**1000**	**946**	**946**	**946**	**946**

Table 5 shows the admission forecast for each study programme.

In September 2022 the IT University admitted 45 fewer students on full-time Study Programmes than budgeted. To avoid the same situation in 2023 it was decided to increase the number of offered study places. As a result, the IT University has admitted 79 BSc and MSc students more than budgeted for 2023. On the contrary we have admitted 25 Master students less than budgeted for 2023.

The pattern of the early drop out in September is not significantly higher than normal.

Table 6: Student activity rates

Student activities rates (DKK)	2023 p/w 2023	2024 p/w 2024	2025 p/w 2024	2026 p/w 2024	2027 p/w 2024
Government Grant, BSc (FTE)	71,000	74,100	74,100	74,100	74,100
Government Grant, MSc (FTE)	71,000	74,100	74,100	74,100	74,100
Government Grant, Guest students (FTE)	71,000	74,100	74,100	74,100	74,100
Employment rate target	0.0%	0.0%	94.5%	94.5%	94.5%
Excess study time target months	4.0	3.9	3.9	3.9	3.9
Government Grant, part-time ILM (FTE)	30,600	32,000	32,000	32,000	32,000
Tuition fee, part-time students	85,000	85,000	85,000	85,000	85,000

Table 6 shows the student activity rates from the Budget Proposal Act for 2024.

Please note, there is no employment rate target in 2023 and 2024. The employment bonus is set at 100 pct. as shown in table 4 due to a government decision to nullify any negative COVID-19 effects on employment rates.

Base grants for education and research

Base grants for education and research are unchanged compared to the Framework Budget.

Other government grants

Other government grants are negative by DKK 17.9 M in 2024 and increase with DKK 0.3 M due to minor changes in other governments.

Other government grants include a negative grant of DKK 18.0 M, which is result of the SEA reform implemented in 2020 which lowered the rent on state buildings such as Rued Langgaards Vej to the market level, thus making it less attractive for the universities to seek out other landlords. Simultaneously, the reform lowered government grants by the same amount.

External research grants

Income from external research grants is unchanged compared to the Framework Budget.

As in previous years we expect an average overhead contribution of 25 percent of direct cost for administration and infrastructure.

Facilities subleasing

Income from facilities subleasing is unchanged compared to the Framework Budget. As of 2024, we apply a more cautious forecast. The forecast is set at the current level of subleasing, i.e., 43 percent office space available for subleasing from 2024 and onwards.

Other commercial activities and grants

Other commercial activities and grants increase by DKK 0.2 M compared to the Framework Budget. The additional income derives from research activities and sponsorships other than external research grants.

Academic departments

Academic departments consist of costs regarding Computer Science, Digital Design, Business IT, the Dean of Education, the PhD School, the Library, and research centres.

Recruiting and hiring of academic staff follows a standard set by Executive Management on teaching efficiency. As in previous years the teaching efficiency is set at 1,567 ECTS per teaching FTE.

As of 2024, we do not expect the academic departments to utilize their full salary budget. Thus, we use a factor of 98 pct., not 100 pct., when we include the salaries in the Budget Proposal.

The personnel costs in the academic departments have increased by DKK 0.5 M in 2024 compared to the Framework Budget. This is due to a new forecast on average yearly salary/FTE from October 2023.

Other operating costs for academic departments increase by DKK 0.2 M, to match the additional income from research activities and sponsorships.

Administrative departments

Administrative departments consist of costs regarding Student Affairs and Programmes, the Communication Department, the IT Department, Facilities Management, the Department of Finance, HR, Executive Management and finally provisions for holiday pay, parental leave, taxes, and other company matters.

In general, we allocate additional resources to the administrative departments from management reserves upon requests and within the average of the Danish university sector administrative/academic staff ratio of app. 0.74.

We expect an administrative/academic staff ratio around 0,65.

As of 2024, we do not expect the administrative departments to utilize their full salary budget. Thus, we use a factor of 97 pct., not 100 pct., when we include the salaries in the Budget Proposal.

The personnel costs in the administrative departments have increased by DKK 0.2 M in 2024 compared to the Framework Budget. This is due to a new forecast on average yearly salary/FTE from October 2023.

Furthermore, we have reclassified DKK 1.6 M from other operating costs in the administrative departments to building costs in compliance with the new joint charts of account from the Ministry of Higher Education and Science. In other words, we have reduced other operating costs and increased building costs by the same amount.

Building costs

Building costs consist 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.

We have included a decrease in the budget for property taxes of DKK 0.3 M to accommodate actual costs.

Furthermore, we have reclassified DKK 1.6 M from other operating costs in the administrative departments to building costs in compliance with the new joint charts of account from the Ministry of Higher Education and Science. In other words, we have reduced other operating costs and increased building costs by the same amount.

Management pools

Executive Management allocates the funds to the academic departments, the administrative departments or building costs upon request.

Management Pools includes a pool of DKK 5.0 M in 2024 and is unchanged compared to the Framework Budget.

Financial income and costs

Financial income and costs are return on investment in the securities portfolio of the IT University. The IT University has a significant surplus operating cashflow, which we place in a securities portfolio to secure a decent interest.

Financial income and costs in 2024 are unchanged compared to the Framework Budget.

Cash flow forecast 2024

The cash flow forecast below shows cash holdings to be positive throughout the year 2024. This is mainly due to the monthly prepayment of government grants and tuition.

The cash flow starts at DKK 46 M and drops low especially in January, April, July, and October due to the quarterly payments of rent. Property taxes are paid in February and August. There is an expected positive influence on cash flow in June and July due to payments to the Master courses. Hereafter the cash flow holdings have a stable development, and at the end of the year, cash holdings are expected to amount to DKK 47 M.

The Department of Finance is charged with monitoring the cash flow throughout the year and will advise Executive Management to transfer funds from capital investments to cash holdings to avoid overdraft during the year, if necessary.
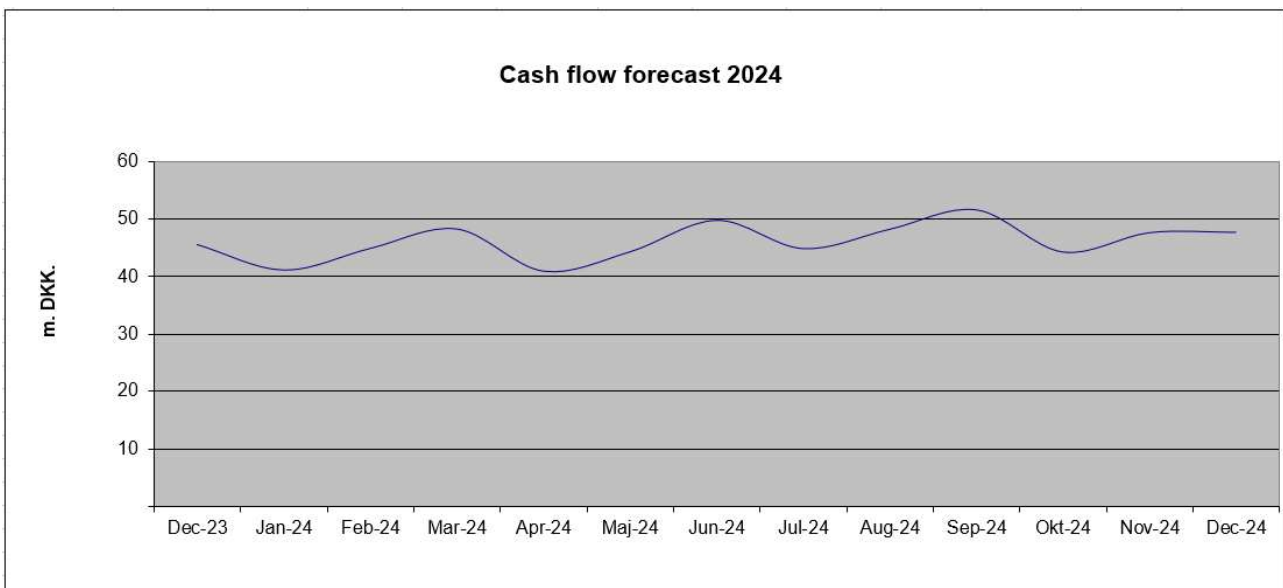
Enclosure 7

Memorandum: nomination for a decoration of Ridderkorset

Ridderkorset:

Ridderkorset is a Danish order of knighthood awarded by the monarch to Danes and foreigners for meritorious civil or military service, for special efforts in art, science and business or for work for Danish interests.

Yearly submission of nominations for a decoration

Every year the Ministry of Education and Research (the ministry) request ITU to submit a prioritized list of potential nominees to receive a Knight's Cross decoration in the coming year. In 2024 it must be submitted before January 5th 2024.

The submission process and requirements

ITU must investigate in advance whether the individuals, who ITU plans to nominate, are interested in receiving the decoration before nominating them.

Who can be submitted: Only rectors, Heads (Minimum salery number 36), and professors at higher education institutions are eligible for nomination. There will always be a specific assessment of whether the individual meets the general qualification requirements.

Nomination: It is the ministry to decide nomination to the Cabinet Secretariat who are the authority to award the Ridderkors.

Practical information when submitting:

- Name.
- A brief background for the nomination to the Cabinet Secretariat. The Cabinet Secretariat requires a brief rationale for each nomination.
- Current and former employments.
- Area of employment.
- Information on citizenship and birthplace.
- Full Danish title, including education (e.g., director, M.Sc., Ph.D., or professor, senior physician, Ph.D., and Dr.Med.).
- Salary scale.
- Social security number (CPR number).
- Private residence, including information if the employee resides abroad.
- A brief CV.
- If applicable, former nomination and date hereof.
- Head of department's rationale for the nomination.
- Head of department's signature.

Lene Dahl Prahm

Subject:	FW: Indkaldelse til forslag til dekoreringer for år 2024 (ITU - Id nr.: 818262)
Attachments:	Indstillingsskema til dekorering RDRD1.xlsx; Indstillingsskema til dekorering FTJ.xlsx; Eksempler på begrundelse ved indstilling om dekorering.docx

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Til:	itu@itu.dk (itu@itu.dk)
Fra:	Stine Camilla Jensen (stcj@ufm.dk)
Titel:	Indkaldelse til forslag til dekoreringer for år 2024
Sendt:	06-11-2023 13:31

> Du får ikke ofte mails fra stcj@ufm.dk. Få mere at vide om, hvorfor dette er vigtigt

Kære alle

Uddannelses- og Forskningsministeriet indkalder hermed forslag til dekoreringer for år 2024.

I bedes være opmærksomme på, at vi har opdateret indstillingsskemaet. Det er derfor vigtigt, at I bruger vedhæftede skema.

Ligesom de foregående år, skal ministeriet anmode om en samlet årlig indstilling fra den enkelte institution. Indstillingen bedes indeholde en prioriteret rækkefølge. Indstillingen skal indsendes **inden fredag d. 5. januar 2024**. I den samlede indstilling skal det fremgå, hvor dekoreringen skal sendes hen. Hvis dette ikke fremgår, vil dekoreringen blive sendt til den indstilledes hjemmeadresse.

Indsendelse af indstillinger
Indstillingen udfyldes i de vedhæftede skabeloner og bedes formateret således, at hver enkelt indstillede person anføres på hver sin side efterfulgt af et kort CV i PDF-format. Der skal således være sideskift mellem de enkelte indstillede.

Indstillinger om dekorering skal være stilet til departementschefen.

Indstillinger, der indsendes elektronisk, skal sendes som sikker e-mail til koncernhr@ufm.dk. Att: Maryla Poulsen.

Indstilling til en orden
Ministeriet har mulighed for at indstille til Kabinetssekretariatet, at rektorer, chefer, professorer m.v. på de videregående uddannelsesinstitutioner benådes med ridderkorset af Dannebrogordenen eller ridderkorset af 1. grad af Dannebrogordenen.

Det kan oplyses, at tildeling af ridderkors kun kan finde sted for chefer, som er placeret i lønramme 36 eller højere. Der foretages altid en konkret vurdering af, om den pågældende opfylder de almindelige kvalifikationskrav.

Indstillingen udfyldes i vedhæftede skabelon (excel). Alle felter skal udfyldes. Følgende skal fremgå af indstillingen:

- Fuld dansk titel inkl. uddannelse (f.eks. direktør, cand.scient., ph.d. eller professor, overlæge, ph.d. og dr.med.)
- CPR-nummer
- Privat bopæl, herunder oplysning om medarbejderen bor i udlandet

- Oplysning om statsborgerskab, hvis medarbejderen ikke er dansk statsborger

Endvidere bedes I udfylde vedlagte skema med begrundelse, da Kabinetssekretariatet ønsker en kort begrundelse for hver enkelt indstilling

Institutionen bedes oplyse, hvornår der i givet fald afholdes årsfest.

Institutionen **skal på forhånd undersøge** om indstillede personer er interesseret i at blive dekoreret.

Institutionen bedes herudover oplyse, hvem der skal orienteres om dekoreringen, når den måtte have fundet sted, nævnt med navn og e-mail. Husk at e-mail adressen skal være sikker.

Endelig bedes institutionen være opmærksom på at underrette ministeriet, hvis indstillede personer fratræder deres stilling eller afgår ved døden. Dette er vigtigt, da Kongehusets Ordenskapitlet skal have tilbageleveret ordner, hvis en modtager går bort.

Indstilling til fortjenstmedalje
Dronningens fortjenstmedalje i sølv kan tildeles for en fortjenstfuld indsats efter mindst 40 års uafbrudt ansættelse inden for samme område i det offentlige (dvs. inden for samme ansættelsesmyndighed).

Indstillinger til en fortjenstmedalje kan indsendes i løbet af året.

Indstillingen udfyldes i vedhæftede skabelon. Alle felter skal udfyldes.

Det skal understreges, at akademisk personale ikke kan tildeles en fortjenstmedalje. Derudover kan der ikke tildeles fortjenstmedalje til medarbejdere, hvis samlede løn overstiger en løn svarende til lønramme 34. Den samlede årlige løn, eksklusive lønmodtagers og arbejdsgivers bidrag til pension, bedes derfor oplyst.

Det er vigtigt at være opmærksom på, at Kabinetssekretariatet har en lang ekspeditionstid (op til tre måneder) på disse indstillinger. Særligt i sommerferieperioden kan sagsbehandlingstiden være længere.

Det bør tilstræbes, at eventuelle fortjenstmedaljer er på plads til jubilæumsdagen. Indstillingsbrevet bedes derfor indeholde en dato for, hvornår institutionen agter at overrække medaljen.

Eventuelle spørgsmål om muligheder for dekorering m.v. kan rettes til koncernhr@ufm.dk, att. Maryla Poulsen.

Læs om ministeriets behandling af personoplysninger her.

Med venlig hilsen

Stine Camilla Jensen
Fuldmægtig
Koncern HR
Direkte telefon.: +45 7231 8022
E-mail: stcj@ufm.dk

Uddannelses- og Forskningsministeriet

Departementet
Postboks 2135
DK-1015 København K
Telefon: +45 3332 9700
Fax: +45 3332 3501
E-mail: ufm@ufm.dk
www.ufm.dk

Besøgsadresse:
Børsgade 4
1215 København K

Læs om **ministeriets behandling af personoplysninger.**

Skema til begrundelse ved indstilling om dekorering RD / RD 1

Alle felter markeret med * **skal** udfyldes

* Navn	
* Kort baggrund for indstilling til Kabinatsekretariatet	
* Ansættelser	
* Beskæftigelsesområde	
* Statsborgerskab og fødested	
* Fuld dansk titel, inklusiv uddannelse	(F.eks.: direktør, cand.scient., ph.d. eller professor, overlæge, ph.d. og dr.med.)
* Lønramme	
* CPR-nummer	
* Privat bopæl (bor medarbejderen i udlandet anføres dette)	
* Kort CV	*CV skal vedlægges som PDF.*
Tidligere udnævnelse og dato	
Leders begrundelse for indstilling	
Leders underskrift	

Notat

Eksempler på udfyldelse af skema til begrundelse

Navn	Peter Petersen
Baggrund for indstilling	Dekan Hans Hansen indstiller Peter Petersen for hans mangeårige virke som professor inden for ved universitetet.
Ansættelser	Han har været ansat ved universitetet siden 1968 og er udnævnt til professor i samfundsfarmaci i 1992.
Beskæftigelsesområde	Han har været drivkraften i udviklingen af og implementering af samfundsmedicin som disciplin.
Nationalitet og fødested	Dansk Statsborger, Tønder

Navn	Yrsa Yrsasen
Baggrund for indstilling	Institutleder Bengt Bengtsen indstiller Yrsa Yrsasen for hendes virke som dekan siden 2006
Ansættelser	Hun blev ansat som professor i kemi i 2005, og hun blev ansat som dekan i 2006.
Beskæftigelsesområde	Hun har udgivet adskillige videnskabelige bøger og mere end 80 videnskabelige artikler
Nationalitet og fødested	Irsk statsborger, USA

Navn	Læge Lægesen
Baggrund for indstilling	Rektor Ole Olesen indstiller Læge Lægesen for hans mangeårige virke som professor ved universitetet
Ansættelser	Læge Lægesen har været ansat ved universitetet siden 1991 og er udnævnt til professor i klinisk epidemiologi i 2000. Han har været klinikchef på Rigshospitalet siden 2000.
Beskæftigelsesområde	Han har skrevet mange videnskabelige artikler i internationale tidsskrifter. Han har også været tilknyttet flere udenlandske universiteter.

Nationalitet og fødested	Tysk statsborger, Hamborg

Navn	Pia Piasen
Baggrund for indstilling	Institutleder Aleks Aleksen indstiller Pia Piasen for hendes mangeårige virke som professor ved universitetet.
Ansættelser	Pia Piasen er uddannet ved Oxbridge University og har blandet andet været ansat ved flere udenlandske universiteter. Hun er ansat som professor i engelske sprog ved universitetet i 1995.
Beskæftigelsesområde	Hun har publiceret en række udenlandske værker om litteratur fra den engelsksprogede verden.
Nationalitet og fødested	Dansk Statsborger, Dublin