

**Work environment – plan of action**  
**Økonomisk Institut og CPop, SDU**

**(updated september 2025)**

Identification		Analysis		Time		Follow-up		
Category	Risks	Background	Responsible	Start	End	When	How	Responsible
Department of Economics								
Stress	Single comment in APV 2024	Develop an action plan for preventing stress and dealing with it if it does occur.	AMG	4/25	10/25	4/26	Discussion at the department council meeting	AMG
<i>IT Issues</i>	IT challenges create employee frustration.	We will minimize this to create greater well-being. Invite IT for another departmental visit and dialogue.	LG	04/25	-	11/25	Discussion at the department council meeting	LG
<i>Faculty Strategy</i>	There is a need for more clarity and transparency about the faculty's strategy and the problems it is trying to solve.	We will work to clarify the purpose and goals of the strategy.  We will invite the dean's office to meet with the department for a dialogue about the strategy	LG	04/25	07/27		Next APV	AMG

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CPop								
<b>Transparency</b>	Comments in the APV on lack of leadership	Transparent and clear management of the unit. Regular meetings. Clear roles and responsibilities	LG	02/25	-	12/25	Bilateral talks, and a joint center meeting	LG
<b>Cooperation</b>	Working in a collaborative research environment	New initiative on shared seminars/retreats with ECON and an informal meeting to share unfinished work “share care dare”	LG/Julia	09/25	-	12/25	Joint center meeting	LG
<b>Well-being</b>	Ensuring motivation and job satisfaction at CPop	Clear leadership, clear expectations. Focus on well-being during EDD.	LG	02/25	-	Spring 2026	EDDs	LG