



Goals that **MUTIG** (= “courageous”) is committed to

The following list is a collection of the most important projects that we in the Senate want to develop further together with the other curiae. However, we also invite you all to participate. Your opinion and input are important to us!

- **The non-professorial teaching staff is the engine of the university** and makes a significant contribution to the success of the university, both quantitatively and qualitatively. As a strong representative body, we continue to work to ensure that our achievements are visible, transparent and appropriately rewarded.
- **The Senate’s core expertise lies in the area of teaching.** We are committed to the **face-to-face university**, but we also focus on continuous development and adaptation to current challenges. **Online formats, blended learning, and team teaching** undoubtedly offer opportunities that should be seized, not least in terms of improved inclusion and individual support. However, sufficient resources are also required for successful implementation. Curricula and teaching staff must therefore be equipped and supported accordingly - for example with the necessary rooms, digital tools, and further training.
- A key current topic is **how we engage with artificial intelligence (AI)**. There is currently a lack of sufficient coordination between various initiatives at our university. In the last Senate period, a separate AI working group was set up in the Senate on our initiative, which has already produced results. Despite this progress, there is still no separate section of the statutes for academic integrity that regulates the handling of AI in research and teaching. A corresponding section of the statutes must therefore be drawn up in the coming Senate term! Overall, **practicable solutions are needed in the short term and a culture of responsible handling of AI in the medium term**. This requires clear conditions and targeted support for researchers, teaching staff, and students.
- An important task of the Senate is **to pass resolutions on curricula**, which is why many of us are also part of curriculum commissions in the various faculties. In the past, a corresponding guideline was developed, and further simplifications were achieved. In the meantime, however, the Senate's working group is simply overloaded. We are therefore

working hard to **optimize coordination and the flow of information** between all those involved in the creation process. We also want to contribute to strategy development by both coordinating the overall range of programmes and improving the coordination of sub-areas (e.g. elective packages).

- We remain committed to a **student-centred approach** in the design of our teaching programmes. The Senate must therefore place great importance on the **feasibility of studying** of our degree programmes. In this context, it is important to continuously discuss issues relating to access rules, good orientation programmes and examinations and to further develop the courses on offer. However, we must also actively prevent the possible **overloading of teaching staff**, especially in study programmes and courses that are in high demand, and further develop preventative support services. In particular, we will pursue the **implementation of the new teacher training curricula** in the coming years in order to ensure the high quality of teaching for students, and thus the best possible training for future teachers – while at the same time providing appropriate working conditions for teaching staff.
- Teaching is not only a core competence of the Senate, it is also one of the main pillars of every university. We will therefore not tire of continuously working to ensure that **teaching is given appropriate importance in all recruitment, qualification, and evaluation processes**.
- The Senate sees itself as the representative of all university members in the university management and must **seize its opportunities to help shape the overall alignment of the university**. A key issue here is how to deal with **precarious employment contracts**, particularly concerning the ‘Kettenvertrag’ (contract chains). Despite existing resistance, we want to continue to openly discuss this issue – not least with regard to our **highly qualified external lecturers and senior lecturers** – and advocate in the Senate for the **best possible, sustainable and fair solutions in the interest of all those affected**.
- **The university** is an attractive employer, so it should **not stop improving**, but rather continuously increase its quality. In our view, it is particularly important to relieve the burden on employees by **reducing bureaucracy** through the further development of efficient electronic processes, professionalizing the **issue of safety** at the workplace, and increasing awareness of **avoidable overloads** due to excessive administrative and teaching tasks. The opportunities offered by **digitalization** must be seized without losing sight of its limitations. Further **internationalization** of the university is also necessary. This requires, among other things, more information in English in order to provide both international students and employees who come from abroad with a better understanding of the university.
- The Senate itself should also continue to develop institutionally. We will therefore continue to work to ensure that **participation and opportunities to have a say** in all Senate working groups is a matter of course. We are in favour of continuously **adapting the statutes to current requirements** and paying particular attention to their practicability. While maintaining subsidiarity, we will also advocate greater **transparency when putting together** members for appointment, habilitation and other committees. Finally, **participation in Senate elections** and exchanges during the current periods must also be further facilitated, as we often reach our limits here.

- Our time budgets are often stretched to the limit, which is why we **consciously avoid multiple functions** that are not related to Senate activities in order not to lose focus on these responsible tasks. However, acting as deans of studies, as study representatives and members in curriculum commissions are of course a very good basis of experience for the work in the Senate, which helps us not to lose contact with the faculties and to solve possible problems in a practical way.
- **The culture of communication** at our university has not always developed positively in recent years. Although debates in the Senate and its working groups continue to be objective, there is a particular **lack of timely coordination between different levels of university governance** that are involved in or affected by decision-making processes. We have also observed a tendency towards the not always appropriate centralization of decisions and the unfounded questioning of expert committees, which significantly affects members of the non-professorial teaching staff. We will therefore not only vigorously represent the interests of the non-professorial teaching staff, but also campaign for decisions that are orientated as closely as possible to the idea of subsidiarity.
- We are committed to ensuring that buzzwords such as **digitalization, sustainability, diversity and integration** are not just mentioned, but **actively brought to life**. These resources must be used to **ensure an inclusive, climate-friendly and future-proof university for all** in the coming years. We therefore support all initiatives that advance these goals, and call in particular for efforts to actively promote **inclusion** to be strengthened at all levels.
- The upcoming election is particularly important because **a new Rectorate will have to be appointed** in the coming Senate term. If the current Rector wishes to remain in this role, she will require the majority approval of the Senate. If a new election is required for the next term of office from 1 March 2027, the Senate will draw up a three-person proposal on the basis of a public invitation to tender and hearings. Either way, the Senate plays a central role in this!
- After all, **choice is needed for a proper election!** Our candidacy offers the non-professorial teaching staff **an alternative in terms of personnel and content**. Use your vote consciously, because you actually have a choice!
- In line with our basic principles of active **participation, independence, transparency and integration**, we will work **together** for a **more democratic university** at all levels and within and between the curiae. In particular, we are in favour of **a Senate that takes itself seriously as a democratically elected body of university governance**. With this in mind, we **MUTIG** want to continue our successful work to date!

If you have any concerns or questions, please get in touch with us! To make it easier for you – the interested and affected members of the non-professorial teaching staff – to participate, we have set up an OLAT course (<https://lms.uibk.ac.at/auth/RepositoryEntry/4495638533>). There you can register for a newsletter, access information relevant to the Senate (provided it is not subject to meeting secrecy), and submit your own proposals – and you are welcome to do so before the election, but of course also during the entire Senate period from 2025 to 2028!