

# Welcome to the Staff Policy of the University of Southern Denmark

# SDU's Staff Policy

**At the University of Southern Denmark (SDU),  
the employees are our most important resource.  
The staff policy describes the University's values, approach  
and framework as a workplace. It is based on academic  
freedom, curiosity and respect and shows how we together  
create well-being, development and a strong community.**

Our staff policy sets the framework for SDU's values and expectations, for the University's employees and managers' opportunities, and for the community we create together.

## SDU as a workplace

At the University of Southern Denmark, you are part of an academic community that is based on academic freedom, commitment and collaboration. We create value for and with society through research, education and collaboration – locally rooted in Southern Denmark and with an international outlook.

With us, you can develop professionally and personally in an engaging and inclusive environment, where education, quality and well-being go hand in hand – regardless of whether you are here for an entire career or part of the way.



# Welcome to the Staff Policy of the University of Southern Denmark

A university is something special. At the University of Southern Denmark (SDU), we combine academic freedom, academic curiosity, critical thinking and the ability to develop new knowledge with an international outlook and regional commitment – and create knowledge and value that make an impact in Denmark and beyond.

## **Employees are the University's most important resource**

SDU creates value for and with society – through high quality, talented people and strong academic environments. It is the University's researchers, lecturers, students, managers and technical-administrative staff who make this possible every day. Their efforts are a prerequisite for SDU to carry out its responsibilities to a high standard.

The staff policy is based on the University's fundamental academic values: Freedom of research, teaching and speech. They provide the framework for an environment in which curiosity, reflection and innovation can thrive, and where academic freedom and responsibility go hand in hand.

## **Integrity, trust and respect**

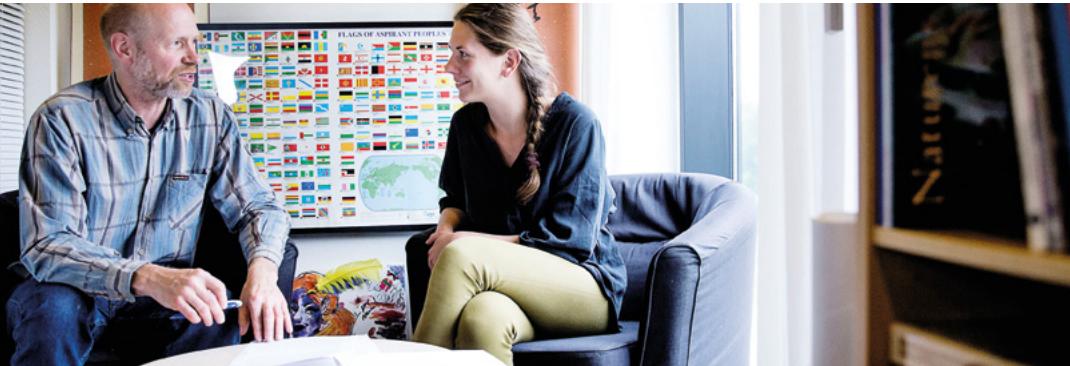
All employees at SDU have joint responsibility for the University's values and culture, actively contribute to the University's development and safeguard the University's credibility. Regardless of job function, all employees are an active part of the University's value-creating knowledge community. Collaboration is based on integrity, trust and mutual respect – with room for both professional ambitions and diversity of approaches and perspectives.

## **A meaningful and developing working life**

SDU is a workplace for both long-term careers and short-term positions. Regardless of the type of employment, everyone must be recognised and given the opportunity for professional and personal development.

Professionalism and well-being must go hand in hand, and all employees must experience – and contribute to – an inclusive and engaging work environment in which employees have a say and good conditions for solving the University's tasks competently and to a high standard.

We safeguard a healthy and safe work environment and support a good balance between work life and other areas of life as a prerequisite for well-being, commitment, creativity and job satisfaction.



## Common direction – four themes

Our staff policy sets the framework for SDU's values and expectations, for the University's employees and managers' opportunities, and for the community we create together.

### The staff policy is structured around four themes:

- Well-being and communities with a strong sense of commitment
- Recruitment
- Employment
- Career and skills development.

Together, the four themes of our staff policy form the foundation for helping us attract, retain and develop talented employees and for creating a work environment where professionalism, quality and interaction thrive and support the University's social mission.

### Well-being and communities with a strong sense of commitment

*The core values and staff policy framework that unite SDU as a university.*

At SDU, well-being and communities with a strong sense of commitment are a prerequisite for a motivating, productive and sustainable work environment. The University is characterised by a culture in which everyone – from different backgrounds and with different prerequisites – can contribute to high quality in solving the University's tasks, develop and thrive in interaction with colleagues, management and students.

We encourage everyone to propose ideas, ask questions and take responsibility because we value open dialogue and collective solutions. As a university, we believe the best results are created through determination, ability and courage, and trust and cooperation. We value each other's time and honour our agreements. We help each other and make room for a healthy work-life balance.

## **Recruitment**

*SDU attracts and selects new employees through open, transparent and merit-based recruitment.*

Open, transparent and merit-based recruitment helps to attract and retain competent and talented people who can help develop excellent environments and enhance the quality of the University's mission.

The University of Southern Denmark recruits candidates who best match the University's vacancies on professional and personal qualifications and potential.

## **Employment**

*About working at SDU, including rights, obligations and the framework that supports a good working life.*

At the University of Southern Denmark (SDU), we see employment as the beginning of a collaboration where mutual trust, attractive frameworks and development opportunities form the foundation for high-quality task performance. As an employee, you can expect orderly terms of employment, including pension, holiday and parental leave schemes, as well as flexible terms that take into account different life stages and needs as far as possible.

We want to support employees throughout their employment – from a professional and inclusive onboarding process to a possible further career outside the University. The framework and opportunities must contribute to SDU being an attractive workplace that both supports the University's strategy and promotes the individual employee's well-being, commitment and development.

## **Career and skills development**

*How SDU supports employees' professional and personal development throughout their careers.*

At SDU, career and skills development is an integral part of our professional culture. We invest in people and in the knowledge community that drives the University forward. University employees should have the opportunity for professional and personal development – in line with their own ambitions and the direction of the University. We have different needs and paths: Some build an entire career at SDU. Others spend a period here and move on with strengthened skills, experience and network.

The revised staff policy applies as of 1 January 2026.

Read the SDU Staff Policy here: <https://sdunet.dk/da/staffpolicy>



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