

New report recommends measures to develop the work environment at the Trondheim Academy of Fine Art

Most employees regard the Trondheim Academy of Fine Art (KiT) as a good place to work that they are proud of, but the department also has great challenges in several areas. These were among the conclusions in the report from the working group that has evaluated the work environment at KiT. Today (29 January), the report was presented at a meeting for all the staff.

In the spring of 2020, Fredrik Shetelig, the Dean of the Faculty of Architecture and Design (AD), commissioned a study of the work environment challenges at the Academy as part of a work environment project, led by people from other parts of the university. Against this background, the report recommends several improvement measures.

For a long time, the department has been characterized by strong internal tensions, which among other things has led to several expressions of concern. Several steps have been taken based on the most recent work environment surveys in 2017 and 2019, but these did not have adequate effects on the work environment.

For the realization of NTNU's ambitions in art, it is extremely important for KiT to succeed in this development process. The solution lies in good collaboration between all the parties involved.

Proposes improvement measures

The members of the group behind the report emphasize that they have not been concerned about singling out who is to blame for the problems. They point out that both management and employees are facing a major job ahead in working together to develop a common culture, a well-functioning organizational structure and a good work environment.

The report is organized into five areas of challenges with recommended measures: management, communication and openness; involvement and participation; organizational structure; resources; teamwork and a sense of community.

Need extra resources

The project group recommends that NTNU's management provide extra resources to enable sound professional follow-up of the recommendations in the report.

The project group has been led by Senior Adviser Gry Eva Sinkaberg Alterskjær at the HR and HSE Division. She has worked together with three other employees in the group from the HR and HSE Division and from the Faculty of Architecture and Design. Representatives from the employee organizations and the safety representative line at NTNU have contributed to the work. As part of the project, the Occupational Health Service at NTNU has also conducted interviews with all the employees.

[The report with attachments can be downloaded from this web page.](#)

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