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Final

Department of Chemistry and  
Bioscience, Aalborg University  
Fredrik Bajers Vej 7H  
9220 Aalborg Ø

**Case Officer:**  
Louise Bak Søndergaard  
Telephone: 9940 3187  
Email: Lbak@bio.aau.dk

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# Research Committee

Minutes from the meeting in Research Committee, FRB 7H 2.405 and Teams, June 29, 2023, 8.30-10.00 am.

**Participants:** Torsten Nygård Kristensen (chair), Anders Olsen, Jens Muff, Jens Laurids Sørensen, Jeppe Lund Nielsen, Kim Lambertsen Larsen, Majken Pagter, Marco Maschiatti, Mette Lübeck, Morten Lykkegaard Christensen, Morten Mattrup Smedskjær, and Per Halkjær Nielsen

**Other participants:** Stine Frey Laursen (item 8); Louise Bak Søndergaard (minutes)

**Unable to attend:** John K. Pedersen and Kåre Lehmann Nielsen

## Agenda

1. Approval of the agenda /Torsten N. Kristensen

### *Minutes*

The agenda was approved by the committee.

2. Status economy – including the modified hiring freeze /Torsten N. Kristensen

### *Minutes*

John K. Pedersen gave an overview of the department's economy at last week's department meeting. As mentioned, other departments have economic difficulties, which also affects us. This means for example that the Research Committee will not have the 1 mill. for internal applications as budgeted for 2023, 'start packages' (startpakker) for scientific staff is expected to be cancelled/postponed, and there is an ongoing modified hiring freeze at the faculty. Due to this, all employments must be approved by the Dean. It is mentioned that it is problematic that the modified hiring freeze also includes positions, which are fully funded externally. The local HR can help in regard to questions on paperwork needed to be handed to the faculty.

3. Status regarding new Head of Department and Administration /Torsten N. Kristensen

### *Minutes*

A new Head of Department is still expected to start 1 September. Appointment committee members express that it has been a good process.

Morten Korsgaard is currently interim Head of Administration, and the job posting for a permanent Head of Administration will be announced during the summer with a starting date for the Head of Administration expected in the fall. Furthermore, as earlier mentioned in new letters, Cejna A. Quist-Jensen will replace Torsten N. Kristensen as Vice Head of Research 1 October, as Torsten has wished to be a full-time professor again.



4. Status regarding Tenure-track positions /Jens Muff

*Minutes*

The hiring process in Section for Chemical Science and Engineering has been successful and very qualified candidates have applied for the position. The selected candidate now awaits the Dean's approval and will – if all goes as planned – become a part of Disordered Materials Research Area from 1 September 2023. Furthermore, Disordered Materials Research Area will provide funding for the first five years for another candidate, who will hopefully be starting as well. This candidate's 'forklæde'/template has been sent to HR for further processing.

In the Section of Bioscience and Engineering there is a job posting which is currently open for applications and another where the application deadline has expired. The first mentioned job posting has a wording of one or more positions, however it is not decided whether 1 or more will be employed.

It is discussed that expected retirements are considered as part of the budgets and tenure track plans – this goes for research as well and teaching. Furthermore, the responsibilities of tenure track assistant professors and their research areas are discussed. Based on experiences, it is advised to make a tenure track plan prior to the starting date, as it can help improve communication and clarification of expectations. There are advantages of having a mentor from another research area, however the research area leader should be involved in the planning of tenure track plan.

The tenure track strategy can also be applied for associate professors if a plan is approved by both the Head of Department and the Dean. For further information, please contact HR and head of sections.

5. Celebrations: how to celebrate e.g. professors' inaugural lectures /Torsten N. Kristensen

*Minutes*

The committee supports that celebrations are organized when scientific staff transitions from assistant to associate professor and from associate to full professor. It is suggested to have an event during the fall and an event regarding tenure track assistant professors during the spring. Invitation for these events should be distributed internally as well as externally.

In Esbjerg this summer's master thesis exams were announced on a poster, however the students did not seem to be fond of the idea. In order for employees to attend relevant examinations – or just the presentations – it is suggested to ask students to send in a short presentation, which can be internally distributed, and that the secretariat could be asked to put master thesis exams in Outlook. However, the examination rooms might not be big enough for attendees.

It is furthermore encouraged to give small announcements at 'bread' in Aalborg on Wednesdays and Fridays. Research area leaders are encouraged to announce e.g., new grants, awards, or new employees.

6. The role of the research area leader /Kim Lambertsen Larsen

*Minutes*

The department have had research areas for almost two years, and Kim Lambertsen Larsen has been asked to share his experiences of being a research area leader. Two documents are central to his way of being a research area leader: one regarding teaching (how much each member teaches), which is discussed at least two times a year, and another regarding applications, e.g., internal peer-reviews and forthcoming application deadlines: who has expressed an interest in applying for which grants. Furthermore, Kim has individual discussions with members about publication plans and how to improve one's CV's. Meeting wise, the research area's tenure staff and lab-technicians meet once a month.



It's discussed that it is important to balance between coordination and providing room for creating independent research leaders. On another note, two research areas have decided to meet two times a year to inspire each other.

Communication wise, information which is only relevant for a limited number of researchers should be passed on from the vice head of research to the research area leaders for them to forward to relevant recipients within their area.

7. Leading talents /Anders Olsen

*Minutes*

Anders Olsen and Jens Muff have both attended a course regarding leading research talents. Talents are overall divided into three groups: Elite, talents, and key workers, however there are many different definitions of talents. During the course, Anders and Jens have drafted an overview of talent supporting initiatives at the department. It is discussed whether committees should regularly discuss talent management, and how to be transparent regarding requirements for talents.

8. Input from 'Unge udvalget' /Stine Frey Laursen, PhD-student

*Minutes*

Stine Frey Laursen presents a recent event organized by the PhD-Post.Doc Committee: a seminar at Aalborg Zoo. The seminar was successful, however there was a considerable number of no-shows, which is problematic. It was decided to send the bill for the 'no shows' to their supervisors.

9. Suggestions for honorary doctor 2024 /Torsten N. Kristensen

*Minutes*

The committee members will receive information by email.

10. Workshop regarding Bubble projects /Torsten N. Kristensen

*Minutes*

The department must arrange a workshop for ongoing or finished Bubble Projects.

11. Summer Seminar: Program /Louise B. Søndergaard

*Minutes*

The committee members are invited to send suggestions regarding the assistant, associate and full professor workshop to Torsten N. Kristensen. They will furthermore receive additional information regarding the research area presentations.

12. Any other business

*Minutes*

It is requested that the meeting agenda will be send out a be sooner, as some research areas would like to discuss the items on the agenda prior to the meeting.