

Collaboration Committee Meeting - Minutes June 7, 2024

Location/Time: FRB7H 2.405, 11:30 AM – 2:30 PM

Participants: Kim Lambertsen Larsen, Kristian Bering, Morten Korsgaard, Morten Lykkegaard Christensen, Niels Thomas Eriksen, Sara Jellesmark, Susanne Remmer Bielidt, Teis Søndergaard, Sergey Kucheryavskiy.

Casper Donneborg Roed participated under the item regarding Economy status.

Minute taker: Morten Korsgaard

Agenda

- **Approval of the agenda (KLL)**
Approved

- **Economy status (KLL)**
Casper presented status:

The budget is subject to some uncertainty based on the first 3 months:

- Outlook for less STÅ
- Ambition to increase overhead
- There is less co-financing for equipment (Therefore consideration and brake applied)
- Still uncertainty about the effect of salary adjustments
- Provisions may increase
- The deviation corresponds to 0.5 percent.

A more accurate picture will be available during the second periodic review in August.

The budgetpools has been reviewed and cleaned up with the following comments:

- In relation to councils and boards shows an over-expenditure on travel compared to previous years.
 - Department account – unforeseen costs. A buffer account. To be itemized at the end of the year. (Casper)
 - Common lab costs have increased due to the switch to a new lab coat washing supplier.
 - Once the analysis numbers are finalized, the basic grant will be distributed.
- **Department gearing / co-financing of externally funded projects, an overview (KLL)**

Kim showed an example of hidden co-financing. For current internal contribution rates (AAU-contribution, faculty-contribution and so on), see the appendix with the PPT. Contributions have decreased over the past three years.

All applicants need to specify how much VIP time will be used on the project and determine who will pay (department or project?).

Standard budget template. All projects must use the template. It is a good tool for managing buyouts. Especially Excellence funds need to be leveraged (in-kind). E.g. if we aim for Excellence, the department must invest itself.

Discounts from the discussion:

Our young researchers should be able to apply for Villum grants for the sake of their careers.

There is a concern that resources are being shifted from researchers to fixed costs. The worst-case scenario is Aarhus. (TES comment)

There is an opportunity to grow research activities in a future where teaching revenues decline.

Expectations for the Overhead Agreement's 250.000 DKK/adm. employee. There is an expectation that the funds will follow the projects all the way to the department.

Buyout expectations for tenured VIPs will in the future be at a level corresponding to 2-3 months per year.

- **Status of department reorganization, including onboarding of new Heads of Sections (KLL)**

In April, the organization was structured into 9 sections. However, changes occurred within the Plant and Fungal Biotechnology section, leading to a split and subsequent mergers with other sections. Teis moved to Medical Biotechnology, Kåre joined Functional Ecology and Evolution, while Jens Laurids and Stefan Junne transitioned to Chemical Engineering in Esbjerg. As of May, the organization now consists of 8 sections. Functional Ecology has been renamed, and the new section in Esbjerg is now called the Section for Chemistry and Bioengineering.

Jens Laurids is now the section leader for the Esbjerg section. Jens Muff is stepping down as section leader but will remain as vice head and a member of the daily management team.

New organizational chart will be sent out in the next newsletter and posted on the intranet.

Plan for onboarding new leaders was presented. Onboarding themes: Recruitment and employment, Management of sick leave and conflicts, MUS and competency development, Well-being and working environment.

- **Status of administration (MOKO)**

Discussion on the administration's focus on service, including the experience of response times. Functional mailboxes are perceived as impersonal, and response times of 48 hours are too long. While functional mailboxes are important, responses should be faster, utilizing both auto-replies and personal follow-ups. It is recommended to supplement contact with a functional mailbox by including a colleague in the administration as a CC.

- **Status of development of department competence strategy (MOKO/KLL)**

The established advisory board will follow the demands. Some of the ideas from the advisory board are: Joint afternoon meetings/professional theme meetings (e.g., on AI, diversity, career development, health, the competence fund, etc.). These can be organized in collaboration with other institutes. (The advisory board coordinates this).

Own courses / custom-designed programs, e.g., targeted at leaders, project managers, younger researchers, the laboratory area, etc.

Continuing education as agreed during employee development interviews (MUS), where financing can be sought through the Competence Fund, the institute's competence development pool, Plan2Learn, etc.

Expressed satisfaction with the work so far.

- **Time registration (MOKO/KLL)**

Still unresolved but in progress with the following elements:

- Website
- App testing
- Ruleset (pending sector input)
- Model with pre-filled registrations
- Compliance with rest period regulations (11-hour and 48-hour rules)

- **Well-being: Discussion of the VIVE report on sexism and career trajectories. What can we do at the department level? (KLL)**

Discounts from the discussion:

Important also to focus on sexism related to Ph.D. students.

Other departments have asked Tina Strandvig to help identify the problem.

The Department Council is addressing the issue, including possible solutions.

It was discussed whether part of the solution could be a code of conduct. The study guidance team is working on a code of conduct.

Niels is aware of a department that has implemented a code of conduct.

A key point is that harassment is experienced subjectively.

Important: It must be clear who one can talk to: union representatives, management, AmiU, etc.

Summary:

Must be clear who you can contact

Develop a code of conduct.

To be discussed at the summer seminar.

Book from the material – examples.

Code of conduct to be signed.

Understanding the culture of a flat organization – what can and cannot be said?

- **Any other business (KLL)**

Nothing for this item.