

Aarhus Universitet

Meeting	Forum	Time	Place	Meeting #
14 June 2022	Academic Council	16:15-18:45	1525-626	2022-3

Participants	Dean Eskild Holm Nielsen (EHN), Anne Jensen (ANJ/ENVS), René Gislum (REG/AGRO), Hanne Lakkenborg Kristensen (HLM/FOOD), Søren Wandahl (SWA/CAE), Thomas Lykke-Møller Sørensen (TLS/BCE), Martin Heide Jørgensen (MHJ/MPE), Emre Karaman (EMA/QGG), Hadi Sehat (HAS/ECE) Stine Wendelbo Bjorholm (SWB/TAP), Louise Fischer Koue (LFK/TAP) Stine Munkholm Jespersen (SMJ/stud.), Aske Høj Merrild (AHM/stud), Emil Lunau Bentsen (ELB/stud.) Brian Vinter (BVI/Tech dekn), Hanne Vester Rasmussen (HVR/ADM)
Apologies for absence	Ozgenur Coskun (OZC/FOOD) Jens Malmkvist (JEM/ANIS), Björn Andresen (BJA/ECE), Annette Baattrup-Pedersen (ABP/BIOS, Ahmad Madary (AHM/TAP), Mie Lundgaard (MLU/Tech DKN),
Guests	Peder Damgaard and Keld Riisberg (Item 3) Finn Borchsenius (Item 9 and 10)
Minutes	Ida Marie Gerdes (IMG)

Item #	Time	Item and appendices	Owner
1	16:15-16:20	Approval of agenda	AJ
The agenda was approved			
2	16:20-16:25	Approval of minutes	AJ
The minutes were approved			

Item #	Time	Item and appendices	Owner
3	16:25-17:15	ØR1 and financing principles	EHN
<p>The item is closed since the budget has not been approved by the Board yet. Peder Damgaard and Keld Riisberg were invited for item 3. Peder Damgaard went through the revised budget, which had been send out before the meeting.</p> <p>EHN gave a brief overview of the overall economy of the university:</p> <ul style="list-style-type: none"> • All the faculties are in balance • Due to the general economic crisis, AU has a deficit • Focus on that business is conducted as planned • Perhaps more financial regulation will come due to the inflation • AU should not expect extra funding from the government <p>Comments:</p>			

In previous years, we had been too optimistic about spending external funding within the budgeted time – has this been addressed in the management?

EHN mentioned that he is sure that we have the projects and that both employees and the management at the departments are aware of the economic situation.

We have downgraded the expectations with DKK 90 million. We should have a high “burn rate”.

BVI mentioned that we are doing very well on attracting external funding and we must be better at activating the money as well.

AJ asked about the STÅ and if we now have lower drop-out rates. EHN answered that drop-outs are still a problem both on the Bachelor and the Master level. Hopefully, the strategy focus on meeting the students where they are will help lowering the drop-out rates.

ELB mentioned that winter starters have been affected by the corona situation. The recent changes have done something good, but many Master students still continue their studies in Aalborg or Copenhagen rather than at AU.

EHN mentioned that it is questionable if the minimum requirement (grade average 7) had a positive impact on the drop-out rates.

TLS asked about the expensed for relocations and Peder explained that there were some issues in the building rent contract that we did not know of – we were not allowed to leave the buildings within six months.

EHN hopes that we are on track with buildings in 2024. The move from Navitas to Katrinebjerg gives us new opportunities to make sure that we have the right labs.

EHN gave a presentation about the overall financial principles and stressed that the detailed model should be discussed at the September meeting. EHN went through the issues/burning platform affecting our economy (facility expenses, STÅ, drop out/retention, decreasing overhead, rent expenses (Campus 2.0, energy prices, Ukraine crisis, AU Viborg, consolidation of engineering strategy, the 2% cuts within public sector consultancy economy).

The Dean presented a list of important reasons for discussing the financial principles:

- We need to have the right incentive structure to motivate funding activities etc.
- The facility finances must be in balance – the consequences of Bricks vs. Brains
- We need to discuss how we can balance the “elite” research groups (high funding capacity) vs. the more broad research groups (lower funding capacity – but with great potential for more funding)
- Depreciation at the Faculty level, to ensure an investment budget on a broader scale
- Changes must be made gradually and not abrupt

For discussion:

Which financial principles should we operate with in the years to come?

How simple shall our model be?

How can we best support a budget in balance?

How can we embrace and adapt to the challenges of the future and not least the expectations from the society to our students and researchers?

Comments (not on financial principles):

- We want to be in the elite – not being elitist
- We want focus on the research groups (group H-index)
- Positive with a simpler economic model

4	17:15-17:45	PhD theme, incl PhD degrees since last meeting	BVI/AJ
<p>AJ introduced the item: A discussion of the role Academic Council has in awarding PhD degrees and an overview of how the management sees the relation between PhD students and the faculty/departments.</p> <p>The approval of the degrees has been delegated to Brian Vinter as we have many PhD degrees. At the moment the Council receives a list of awarded PhD degrees. Is this satisfactory for the Council? Our role is to go through the list and secure that everything is as it is supposed to be. We see the list after the degree has been awarded so if we note something wrong, we should contact Brian immediately – preferably before the degree is awarded. The task is of great importance for the quality insurance of the PhD degrees. There have been a few unfortunate incidents at some of the other Faculties, where the procedures have not been followed, but no cases at Tech.</p> <p>Comments:</p> <ul style="list-style-type: none"> • This is an important reminder for the Council, especially as we normal would contact the Head of Department if there seems to be something wrong. • It can be difficult when we only see the list, we rely on the on the solidity of the procedures and the system • The supervisors are not much involved, the Faculty PhD committee and the programme’s members have a very important role • Feel confident that we have the right system and right involvement at Tech • Brian will take action if consensus cannot be reached in the PhD assessment committee • It is a very good idea with annual or regular discussions in the Council about the PhD field <p>BVI explained that he reads every PhD assessment committee’s conclusion and assesses if it is consistent with the enumeration in the recommendation. He is also very rigid with the co-authorship rules (no co-authorship with committee members – this is to protect the value and quality of our PhDs).</p> <p>Brian Vinter gave an overview of the composition of the PhD school and the changes that have taken place since the split (call, quality assurance, language test requirements, exemptions, financing (no co-financing but bonuses instead).</p> <p>Challenges: Some departments prioritize to employ post docs instead of PhD students, too few flexible PhD students (faculty subsidies up to 250.000 DKR for the 4+4 PhD scholarships), very few scientific PhD courses.</p> <p>Almost half the PhD students report that they experience stress.</p> <p>Data shows that stress is an issue when:</p> <ul style="list-style-type: none"> • PhD students are at the end of the PhD study • PhD students don’t feel that you are part of the research environment • PhD students don’t have a good interpersonal relationship with your supervisor • PhD students don’t get to conduct the work, which you feel is right. <p>It is very important that the PhD students are integrated in their local research environments. We must nourish the apprenticeship. There should be contact with the supervisor every day.</p> <p>Comments/questions:</p> <ul style="list-style-type: none"> • We need better supervisor training (we are working with CED on this) • There has been a tendency to speak about the PhD students, as “just students”, and at some departments, the students are not invited to seminars, talks etc. 			
-	17:45-17:50	BREAK	

5	17:50-18:00	New action plan for diversity and gender equality	AJ
<p>The University Management has requested the Academic Councils to indicate which initiatives each Council find most relevant for the 2023-2025 Action Plan for Gender Equality, Diversity and Inclusion.</p> <p>After discussing each initiative, the TECH Council agreed that the following actions were most relevant:</p> <p style="padding-left: 40px;">Pro-active search committees; Systematic and long-term work with career development; Management standard for equality and diversity, and; Systematic introduction to workplace culture.</p> <p>After the discussion in the Council, the comments from all faculties and all five Academic Councils will be taken into account in the final preparation of the action plan for 2023-2025.</p> <p>It was mentioned that new knowledge is important, and that standards like Athena Swan can make a difference.</p> <p>Besides the joint AU activities, The Faculty Management has been asked to choose one activity for the Action Plan for the period (2023-2025), and has suggested “Exit Interviews” in order to collect data about staff members reasons for leaving Tech. The Council supported the idea but noted that it must be done the right way and by the right people. And we need help to plan and conduct the interviews. The Dean mentioned that we tend to start up new recruitments without investigating why people leave. The management should own the process, but the person being interviewed should feel comfortable. Both surveys and face-to-face interviews can be conducted.</p> <p>The Dean mentioned that if HR collects the information, it is easier to share information. HLK urged the management to move towards more women in the management.</p>			
6	18:00-18:10	Norms for recruitment (annual follow up)	BVI
<p>Anne Jensen introduced the item:</p> <p>Every year the Academic Council are informed about the annual follow up on the norms for recruitment. The norms are laid down by the senior management team after discussions in the Academic Councils and consultations with the research and teaching programmes at the University.</p> <p>The norms provide a shared and transparent framework for recruitment and address the use of search committees, re-advertisement of positions, assessment committees, and appointment committees, and are implemented at TECH. They contribute to strengthen recruitment practices at Aarhus University, for example by helping to ensure quality, diversity and gender equality in the pool of applicants to scientific positions at all faculties.</p> <ul style="list-style-type: none"> • BVI mentioned that we have focused on women • We have to recruit a lot of people in the coming period, while keeping the high quality • Calls at TECH must be broad as possible in order to attract as many candidates as possible • If a call fails to yield at least four qualified candidates and at least both male and female candidates, by default a re-announcement will take place and a meeting with Brian Vinter and Head of Department will take place (however if there has been a very active search committee and it can be justified that within the specific field, there are only qualified candidates of one gender, then the process can continue) • In some cases, the assessment committee has done the job of the appointment committee and only given positive evaluation of one candidate. It will be specified what it requires to be qualified and how qualified might not mean interesting for the position 			

<ul style="list-style-type: none"> We dis-qualify too many, who are qualified, but not interesting to the position <p>Comments/questions:</p> <ul style="list-style-type: none"> The guidelines for the Heads of Department are not always followed 			
7	18:10-18:15	Preparing the Chairs meeting with the Board	AJ
Comments should be sent to Anne or Ida			
8	18:15-18:20	Honorary Doctorates	AJ
<p>Last year, we only had two candidates from Tech. This is not enough. We need really good high ranking, high standard people we would like to work closer with.</p> <p>We must nominate two candidates at the September meeting.</p>			
9	18:20-18:30	AU Viborg	FBO
<p>Finn Borchsenius, Vice Dean for Education presented the four key statements for AU Viborg:</p> <p>AU Viborg as a center for the green transition of the agricultural sector AU Viborg as a center for the public sector consultancy/ministerial advice for the green sector AU Viborg as a university student campus AU Viborg explores the potential of creating livings labs</p> <p>Finn Borchsenius then presented the milestones and the participatory process with relevant stakeholders. The application for pre-qualification must be handed in in September. We will work close with Copenhagen University.</p> <p>We will run the education in co-operation with private clinics and will not build a vet clinic like in Copenhagen.</p> <p>We will not take over the curriculum from Copenhagen. We will develop our own curriculum.</p> <p>Comments:</p> <ul style="list-style-type: none"> The profile of our educations must be clear 			
10	18:30-18:35	Integration of innovation and entrepreneurship in education	FBO
<p>Finn Borchsenius presented the item. ASE and ENG have been merged into four new departments.</p> <p>There has been a working group working on how to secure that our students have a clear and uniform knowledge of innovation and entrepreneurship when they finish their Bachelor-degree. The working group has developed a framework for this. Finn Borchsenius presented the framework.</p> <p>The focus on Tech will be on implementing innovation in the education. More of our candidates are involved in innovation than in starting up their own company. The Kitchen will take care of the business development part.</p> <p>The second phase aims to qualify how to implement this in the education. A course is a possibility, it can also be implemented vis projects.</p> <p>Comments:</p>			

Very good as many of the aspects are not prominent at the moment			
Any other comments can be send to Anne, Ida or Finn			
11	18:35-18:45	Any Other Business	AJ
<ul style="list-style-type: none"> • Anne encouraged the members to book the dates 22-23 September for the Sandbjerg Seminar. The theme will be Quality of research. We don't know if tit will be in English or Danish • Please remember to send suggestions for PhD candidates for the Council • Eskild invited the Council for lunch in connection with Tech Summer Hangout 			

Announcements

Item #	Time	Item and appendices	Owner
12		Professor Promotion Programme	AJ/EHN
12		Minutes from meeting February 2nd	