## Minutes of Department Council Meeting on May 19, 2021

**Participants:** Jesper Kjeldskov, Dalin Zhang (DZ), John Stouby Persson (JSP), Jiri Srba (JSr), Tim Meritt (TM), Giovanni Bacci (GB), Gabriela Montoya(GM), Frederik Møller (FM), Lone Vriborg

**Minute taker:** Diana Plejdrup Frank (DPF)

**Unable to attend:** Arthur Osnes Gottlieb (student)

### Item 1. Approval of the agenda

The agenda was approved. Arthur is not able to attend due to attendance at study board meeting. DPF will see if she can move the meeting in September, which also coincides with study board meeting.

### Item 2. Corona restrictions

We are awaiting mail from AAU about the re-opening as announced in daily press. JK informed that CS management has just been informed that from May 21 20% of staff can be allowed back to campus, 50% from June 14 and 100% from August 1. This is in addition to people already allowed access. CS management is looking into the details on how to implement this.

Campus will be opened up for all students from May 21. As for our exams we still run these online except for some master's and bachelors on 10th and 6th semesters.

The logging part of staff and students in buildings has been taken out of the rules but we need a system to find out how many can be here so we can comply with the maximum capacity. Corona tests are also required for both students and staff.

### Item 3. CS establishment in Copenhagen

Staff is being hired both associate and assistant professors in Cph. and it looks promising. Daniel Russo from HCC is moving to Copenhagen. We expect 4 or 5 employees there. Secretary has also been hired to support us there. As for offices we have been assigned a wing on 4th floor where BIO department has been located. JK showed drawings of offices. Student rooms will be student be big workspaces. Negotiating with CAS to use some of the seminar rooms for group rooms. In general it is going really well in Copenhagen.

Comments:

- According to the department council members who work with Anders and Johannes in Copenhagen. Cooperation is going fine – but for now it is easier as everybody is working online, where we all have

the same conditions. So it will naturally be different when we all come back to physical work at Campus as distance will be more evident.

- In general the feeling is that new employees lack to see their fellow colleagues in person.

## Item 4. Rebuilding of Cassiopeia

Status on the rebuilding of Cassiopeia.

ITS is not moving out until 2022. CS offices are scarce and we need to find all available office spaces. Some academic staff will have to have offices on the ground floor. Renovation of seminar rooms are looking great and is well on its way. The department lab will start to be built in August. Will be more expensive as building workers have turned up prices. Aim is to be finished end of year. Study Administration will move above the auditorium. Smaller offices will be made on the management side of the first floor.

Comments

- HeS: What is the plan for economy team on the ground floor? According to JK preliminary access will be made so the economy team can go through during the rebuilding. At some point the economy team will be moved to the small wing of cluster 1, so they are close to the administration. DEIS will move to whole of cluster 2 and then later DW to cluster 4 when ITS is moving out. As for the ground floor here solutions for relevant VIP to be placed close to lab will be considered (e.g. Phd students who are working closer to labs than others).

## Item 5. Department economy

HeS gave status on the economy.

- Result of first trimester 2021: Deviation on 268.000 in surplus due to several factors but mainly due to more free purchase on external funding and less spent on travel costs.

- Rebuilding of Selma how is it financed? Total expense of 5.1 million divided between department lab, study administration and seminar rooms. We have found the money from removing the means to the strategic efforts (4 PD and 2 professors), adjustment pool from Dean, capital investments, operating expenses.

- Expected result 2021: Income increased with 2.1 million. Partly due to 2.5 million more in external funding (Willum and Industry Fund). Operating expenses: Spent 706.000 more on further rebuilding. Scientific staff: Spent 4.3 million less due to free purchase of permanent staff and the removal of the strategic efforts mentioned earlier. TAP: 285.000 less spent due to more free purchase. 721 in surplus due to adjustment in government salaries.

JK informed about new initiative. He is working on initiatives to spread out more means on department hands to use on specific activities. A number of principles will be put forward to professors. E.g. 5% return overhead to project leaders, allowance for research leaders on delivered teaching per groups, publications based on BFI given to the individual authors (facilitating the possibility of hiring of post docs via conversion of saved hours).

Comments

- GM: What about more info on the removal of strategic efforts. JK: Some strategic areas: Digitalization and SDG's were suggested to professors, but discussion was stranded as we could not agree on the focus for such positions and therefore we have saved the money in the budget to be used on department lab instead.

- DPF: Worry that "rewarding" on workload will send the wrong signals. In principle it is not healthy with over teaching and another aspect if it will be speculated in. In the ideal world the bank book would not exist. JK's intention with this is to pay back saved hours to the department staff which can be spent on specific relevant activities. He does not worry about this. JSr: Agree in terms of the signal it might send as it is a different matter to be able to hire student programmers than post docs within this pool of money.

- JK: Getting more BFI points should not be the goal but he expects staff will publish where the research has more impact and he likes the idea of some kind of mechanism to reward publications.

- GB added that it is important the way we present "rewarding for teaching". JK added that teachers can still do with the conversion of hours as normally but this is just another possibility. According to JP an "insignificant" amount of money can make people do unexpected things, so we need to be aware of what this might bring.

- JK expects in general that money is spent with responsibility and the money will expire.

## Item 6. Research evaluation – status on process

Status on the process. We are awaiting the panel input and it will be worked with in the professor groups and research groups accordingly.

There were no comments from the department council on the research evaluation.

## Item 7. Status on hirings vacant positions

11 assistant professors of which 7 is external. You will be informed about this as negotiations are over. Associate professors are in the process of hiring. We hope to fulfill the budget and see new colleagues after the holiday break. A lot of hours has been spent on the hiring process but it is happening in good order between groups. Candidates are good and we go for the best so the bar is higher than previous and it is encouraging that we have a good reputation at the department.

Amount of overtime reduced from 16 to 8%. That is why we are closing a gap. We are outsourcing a part of the teaching so this is a potential. But for now we need to outsource.

We cannot continue overcoming more new staff as it puts pressure on current staff.

Good to reduce teaching duties to keep quality up – good and healthy strategy – so we enjoy it in the right way.

Language skills: We need staff to communicate clearly in English to our students. We have introduced some requirements about language and we have full focus on this for both new hirings/and recents. This means that some staff members will have to attend English classes, so our students get best possible experience of our educations.

## Item 8. AOB

No further items.