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Final*

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## Minutes of Department Council Meeting on May 25, 2022

**Participants:** Peter Axel Nielsen, Dalin Zhang, John Stouby Persson, Jiri Srba, Tim Meritt, Giovanni Bacci, Gabriella Montoya, Lone Vriberg, Nikolaj Rossander Kristensen (student)

Minute taker: Diana Plejdrup Frank.

**Unable to attend:** Arthur Osnes Gottlieb(student), Marco Hvidbjerg (student), Peter Dolog, Frederik Møller.

### Item 1. Approval of the agenda

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The agenda was approved. However, there was some confusion about item 4 (the new research group DKW). This is purely an information item. It should have been communicated at an earlier department council meeting.

There was a discussion about the role and tasks of the department council. According to AAU website the council's role is primarily to advise about strategy and economy.

**Follow-up:**

- The role and tasks of the department council will be discussed at the next meeting
- For future items it should be indicated if it is up for discussion or for information.

### Item 2. Department economy

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Appendix: See appendix from Helle Schroll in FirstAgenda.

Result of the first trimester 2022

We have more income than budgeted due to money (STEM and diversity). External funding: We have postponed some NN positions to September, the budget buffer has been removed and replaced by actually received projects. Travel and equipment: We have not spent as much as we thought (we have therefore used it to cover other costs). TAP staff – is almost on track budget wise.

Result: We are on track but with a surplus of 523.000.

Expected result 2022 compared to budget 2022:

Income: We have received 880.000 DKK (STEM and Diversity).

Dead decided result: We are going to make a deficit of 3.3. million – rebuilding cost from 2021 will be realized in 2022.



### Discussion

- What about scientific staff that are stopping? This is all put in the budget.
- As for positions: Are we going to be more or fewer people? It is complicated, if you look at the change in internal positions. How many temporary positions are set to terminate this summer? There will be 9 positions filled, with a few new positions after summer. Is this enough for delivering the teaching. We do not know this yet.
- Extra teaching hours is drastically growing. So, if someone is leaving what will we do? It would be nice to know how many are planned to leave their position, if we cannot deliver the amount of supervision etc.
- We have two options we can either teach more or bring norms down. We are bringing the number of people up seen from the economic level. We can do that because we are in a good position compared to other departments.
- A constructive idea is to take teaching into account when hiring people. Apparently, some research groups do not. If that is the case, the research group should look at it's organization.
- There is partly something to do on the individual level in terms of delivering and capacity. And there is the department level. Looking at the whole department we are not in balance. So, what do we do about that? There are different solutions to this. We should in the discussion look at the other departments.

### **Follow-up:**

- "Hours issue" will be on the agenda for the august meeting. An overview of how many people we are and how many do teaching should be prepared for the discussion.

### **Item 3. New merit model at CS**

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Appendix: See appendix in FirstAgenda

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A draft version of the new competence model at CS was presented. Purpose is to make teaching competences count more. How do we want to describe this and what qualifications should the different positions have. It has been discussed at the department in The Advisory Research Committee and at a recent PL meeting.

There are four areas: Research, Teaching, Funding and Working With Others. In order to be hired in a position you should fill in some requirements within these areas. The teaching aspect is now added to bring it up at almost the same formal level.

### Comments

- A comment from PL meeting was to add "excellence" in relation to teaching as well.
- Under teaching it should be added: Excellent communication skills.
- The phrasing "Emphasis is placed on" under the Research section: Must be added to the Teaching section.
- Under "Teaching": Maybe split up the section "full professor" and "assistant professor": Research based teaching should maybe be a part of it (e.g., get experience in teaching).
- Under "Working with others": Cut be connected to 3<sup>rd</sup> leg activities.
- There was a suggestion to run the text through the "diversity tool".

- Use of the model: The new criteria can be used in the hiring process (e.g. in the assessment committee in job announcements). There was a suggestion to make an additional explanation of where this overview should be used (defined purpose). Would also be good to use at MUS.

**Follow-up:**

- The merit model at CS will be further worked with and we will have a review again in this forum.

**Item 4. The new research group: Data, Knowledge and Web Engineering**

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As mentioned earlier this item was meant as an information item, as we thought the new research group (DKW) had not been communicated in this forum. The new research group has been operating since January 5 2022.

There was a discussion of diversity seen in relation to the few female academic staff in the research groups. (DKW is the exception). Peter Axel informed that there is growing concern about diversity in AAU management level.

We have made a diversity plan at CS in 2020 as all departments were tasked to do so. SAMU decided at that point that focus should be on internationalisation and not gender balance, seen in relation to the increasing number of international staff. The diversity plan has also discussed in this forum.

At that time, we also had just initiated the diversity project (DITECH) in relation to students. What is the status of the DITECH project? We will bring it up on the next department council meeting. There was also a suggestion to present status at a coming lunch meeting.

**Follow-up:**

- Status on the diversity project (DITECH) will be on the agenda for the next department council meeting. The diversity plan at CS will also be revisited.

**Item 5. Buildings and rebuildings**

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We will be rebuilding the Cassiopeia building in 2023. The rebuilding has been approved by CAS and the Dean. Majority of cost will be paid by CAS and the rest by the department over the next ten years. The condensing of square meters is a fact for both students and staff. Dialogues with students will be planned on how to use student space most efficiently. The staff dialogue takes place in the coordination group.

We are also rebuilding in Copenhagen (BIO offices will be changed).

**Item 6. Status on hirings**

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Peter Axel Nielsen presented status on current hirings.

Assistant professors: 101 applicants have been shortlisted to 31 applications. The positions have been approved by the Dean. Hearing is terminated and as of today we can plan the interviews.

Associate professors: Currently waiting for HR assessments. 36 applicants have been shortlisted to 17 applicants, and they have been assessed. The interviews will take place in June.

There was a discussion of whether we can streamline the process. We have already streamlined it seen (assessment committees from research groups, deadlines from HR, Dean approval etc.). However, we can start earlier internally, but we must still follow the rules for academic positions at universities.



Is there a strategy for the process of the two types of positions? There are overlaps. We have also suggested to set a limit for number of candidates that are called for interviews per research group. Quality in hiring is more important than the speeding. Mid may interviewing would nevertheless makes things easier.

**Item 7. AOB**

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No further items.