

Minutes of meeting

Subject: IGT Department Council
Date and time: 3 October 2023
Location: TEK Eiffel Seminar room (30-603-2)
Participants: Jens Ejbye Schmidt (JESC)
Birgitte Lilholt Sørensen (BLS) – *leave 09.30*
Henrik Karring (HKA)
Martin Aage Barsøe Hedegaard (MARHE)
Lars Yde (LAY)
Lars Duelund (LAD)

4 October 2023

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Cancellation from: Knud Villy Christensen (KVC)
Simone Della Bella (SIDB)
Rikke Klindt Muller (RIKM)
Hannah Sauer (HAS)

Minutes: Mette Kornelia Hansen (MKH)

Agenda:

1. Approval of the agenda
2. Introductory remarks and messages by the chairman
3. Welcome to new member of the IGT Department Council
4. Status of last approved budget for the department
5. Updated IGT strategy plan and status on APV action plan (see draft of updated IGT strategy plan)
6. Input for updating strategy at TEK and IGT
 1. Attachment 6a: New SDU Strategy (DA + ENG)
 2. Attachment 6b: TEK Strategy (DA)
 3. Attachment 6c: Draft of updated IGT StrategyBased on the new strategy for SDU: Is there anything we need to add or change in the strategy for the faculty of Engineering and/or the department?
7. Implementation of PhD and Postdoc Club at IGT including mandatory 5 ECTS Journal Club
 1. Other content of the club will be: Identification of calls for young researchers, grant writing, presentation of research, social activities etc.
 2. Input to content of the club?
8. Formation of "IGT Student Club". The club's purpose is to organize social events and be responsible for the new TEK room for IGT students. We need to appoint students to this initiative.

9. Status: IGT Department Council Rules of Procedure (Forretningsorden)
10. Planned future recruitment at IGT (fixed point)
11. Welfare and working environment at IGT (fixed point)
12. AOB

Ad. 1

Approved.

Ad. 2

None.

Ad. 3

Welcome to our new student representative Hannah Sauer (HAS).

Unfortunately, Hannah is unable to attend today's meeting due to illness.

There are 3 seats for student representatives in the IGT Department Council which means still 2 seats are available. This opportunity was promoted at our recent "IGT Semester Start Reception" and has also been promoted at ItsLearning. Hopefully more students will join the council.

JESC will contact KVC and Massimiliano.

Ad. 4

The budget for 2023 has been improved from DKK 691.000 – 1.569.000.

The surplus from "Administration" has been transferred to be spend on research activities across the different units at the department.

On the basis of TEK-manager and the slides recently presented at our IGT Long Coffee meeting JESC gave a short overview of the economy (see attached slides).

The unit's deadline in relation to the final 2024 budgets is 6 November 2023.

A general discussion concerning economy and the internal competition across IGT units took place. Several members of the council agreed that the current division into sections/units sometimes contributes inappropriately to the perception of "silo thinking" (silodannelse).

As always project progress is extremely important. In order to maintain project overview, individual contracts for people working on external funded projects have been introduced. Previously timesheets were used. LAY is frustrated with the use of contracts, as this for him results in a lack of overview. JESC concluded that as long as the PI ensures project progress, there is freedom of choice in relation to the use of contracts or timesheets.

Ad. 5

The IGT Strategy is reviewed annually and updated in connection with our IGT summer seminar. The current version will be presented to the rest of the department as soon as it is finalized.

JESC has made small corrections based on the input received at the IGT seminar in May 2023.

As mentioned in agenda point 4 it was agreed that internal competition does not improve the collaboration across the department. It was argued that the department might be too small to have the unit division with separate economies. The “silo thinking” creates too many barriers instead of developing the collaboration. A fundamental problem is that there is too much internal competition, which creates barriers and sometimes makes it difficult to cooperate.

JESC emphasized that the IGT Leadership Group has a lot of focus on increasing the collaboration across the department. In December the IGT Leadership Group will have a seminar with a main focus on collaboration.

The current process around the Multi Annual Plans (MAP) was discussed including the level of sharing content between the units. This calls for a more fundamental discussion at department level. Guidelines in this area could usefully be articulated.

Also, the strategy for planning applications was discussed and JESC stressed that he is not interested dictating who should apply for specific calls, but it is OK to agree on a common strategy.

The department council agreed that the revised version of the IGT Strategy can be approved and passed on to the rest of the department.

Ad. 6

The new SDU Strategy was briefly discussed. One of the main areas of the strategy is to retain, develop and attract talented staff to the university. It is a fact that SDU struggles with regard to the last part around staff retention. It often happens that talented professors leave the university in favor of other universities.

One new area in the strategy is “life long learning” (e.g. shorter master educations). We are also considering adding this topic to our own IGT Strategy. HKA mentioned that they are having a similar process in the Academic Council.

The challenge is that we do not disagree on the content of the strategies. The challenge is to implement what we promise. How do we roll out the good initiatives in practice?

Suggestions for new input to the strategy:

- We want to reward teaching even more clearly in the evaluation process (those who do great work in the field of education).
- We want to honour those who seek collaborations internally at the department.
- We want to implement focus on “Life long learning”.

It was suggested that the documents used for evaluation of staff applying for the Tenure Track at TEK include more specific teaching experience and leadership and collaboration with others BOTH internally and externally.

The council concluded that our department strategy is in good compliance with the strategy of TEK and SDU.

Ad. 7

Hossein Nami is responsible for implementing the new “IGT PhD & Postdoc Club”. The purpose of the club is to have both professional and social content.

A 5 ECTS Journal Club (mandatory) is considered. In the future all PhD’s should put this in their study plan. MARHE noted that the content of “Journal Club” must differ from the already mandatory course offered at TEK.

MARHE and HKA suggested trying to include PhD’s and postdocs outside of IGT – maybe all TEK or from FKF/NAT. In this way we could enlarge the chemistry and bio-environment.

The “IGT PhD & Postdoc Club” will also focus on learning how to identify where to apply for funding, writing applications, career planning etc.

Ad. 8

IGT has been promised a room for all IGT Students. The room will approximately be the same size as our IGT Coffee room. The next step in implementing this is to point out some students who are willing to run the initiative.

This topic will be at the agenda on the next IGT Educational Leadership meeting. Students who are interested in becoming responsible for the “IGT Student Club” are welcome to write an email to JESC (jesc@igt.sdu.dk).

The main purpose of providing a common student room is to reduce the excessive dropout rate, specifically at diploma and bachelor (currently the dropout rate is above 50%).

The students who start our education are at a better level than before due to the new admission requirements, but the dropout rate is still far too high. From next semester we will make sure that there are mandatory activities so the students must appear at campus the first part of the semester.

Ad. 9

The IGT Department Council Rules of Procedure (Forretningsorden) was forwarded to the rectorate for approval in March 2023. Status is that we are still awaiting approval despite repeated reminders.

Ad. 10

Planned future recruitment at IGT:

SDU Chemical Engineering

- 1 Postdoc starts 1 January (Shuang Ma Andersen’s group)
- 1 new position as Special Consultant (awaiting funding)

SDU Biotechnology

- 1 assistant/associate Professor in fermentation (2 interviews have been conducted, 1 interview is awaiting)
- 3 new postdocs (Mathias Porsmose Clausen/Jose Bonilla, Jose Bonilla 2 new projects - InnoMission3 and Novo Nordisk Fonden)
- 1 postdoc (Horizon Europe project - Michele Fabris)

SDU Life Cycle Engineering

- 1 Postdoc starts 1 February (mixed funding)

Ad. 11

Postponed to the next meeting.

Ad. 12

Statement from HKA concerning TEK Economy:

Several employees are experiencing challenges in relation to the collaboration with, and help provided by, TEK Economy. The challenges result in increased frustration. One reason is that the economy department is experiencing high staff turnover which makes it difficult to maintain the needed knowledge in various complex areas.

JESC announced that Kirsten Præstegaard has taken over the responsibility for TEK Economy. It has been agreed that JESC must report to her if and when employees experience challenges/issues in relation to cooperation with TEK Economy.

JESC has regular meetings with Kirsten Præstegaard.

The above will also be announced at our upcoming Friday Coffee meeting 6 October.

Next meeting IGT Department Council : 13 December 2023 (13.00 - 15.00).