

Minutes of meeting

Subject:	IGT Department Council
Date and time:	6 October 2025, 09.00 – 11.00
Location:	Online - Teams
Participants:	Jens Ejbye Schmidt (JESC) Henrik Karring (HKA) Vahid Karimi (VAK) Shuang Ma Andersen (MASHU) Christina J. Birke Rune (CJBR) Raghunandan Sharma (RASH) Simon Svane (SIMS) Kathrine Lynge Wiingaard (KALW) Jasper Lorens Betton (JLB) Marie Lykke Diget (MLD) Maiken Helene Vestergaard Pedersen (MHP)
Guests:	Mathias Porsmose Clausen (MPC) Hossein Nami (HON)
Cancellation from:	Martin Aage Barsøe Hedegaard (MARHE)
Minutes:	Mette Kornelia Hansen (MKH)

10 October 2025

mkh@igt.sdu.dk
T +4565509672

Agenda:

1. Approval of the agenda
2. Introductory remarks and messages by the chairman
 - Welcome to guests: Mathias Porsmose Clausen and Hossein Nami
3. Follow-up on input from student representatives:
 - Lunch break, Exam-free at Tinderbox, Modules of different lengths 2 and 4 hours
4. Physical presence at the department / working from home
5. Lack of offices at IGT
6. Status on department economy, incl. progress in external funded projects and new SDU overhead scheme
7. IGT Strategy and Mission - update
8. Welfare and working environment at IGT (fixed point)
 - APV status

- IGT Welfare Committee
- 9. IGT Student Club (fixed point)
- 10. Planned future recruitment at IGT (fixed point)
- 11. AOB, incl. next meeting

Ad. 1

Approved.

Ad. 2

MPC from BIO and HON from LCE were welcomed as permanent guests of the council. The reason for inviting them is that currently mainly the Chemical Engineering section is represented in the council. This initiative ensures a broader representation across the department.

As permanent guests they are allowed to discuss all matters in the council. The only limitation is that they are not allowed to participate in any votes, should this arise.

Ad. 3

JESC has followed up on various topics that were raised by the students at the last department council meeting in May 2025.

Missing lunch break

JESC has discussed this issue with Thomas Skjødeberg Toftegaard, Pro-dean for Education at TEK. He has assured us that he is willing to proceed with this request. JESC will follow-up when we know more.

Exams during Tinderbox

Events like Tinderbox and other festivals cannot be taken into consideration when planning for exams. Therefore, this request cannot be accommodated.

At DTU the students have the opportunity to take a course where they develop something sustainable and present it during a festival.

JESC has discussed with Thomas Skjødeberg Toftegaard that TEK students could perhaps do something similar during Tinderbox.

We will be looking into doing a course similar to DTU.

Jobs and internships

JESC will invite Knud Villy Christensen to the next department council meeting to talk about how students can get an overview of where they can work after end education and where they have possibilities to get internships.

JESC acknowledged the students for the inquiries received and encouraged everyone to come forward if they have questions, requests etc.

Ad. 4

This topic was once again discussed. The reason for bringing this topic forward again is that there seems to be a tendency that some staff members rarely come to SDU but prefers to mainly work from home or from a place other than SDU.

JESC would like to change this culture to increase the attendance at campus.

In relation to PhD students and postdocs it was agreed that the supervisor has some responsibility, for instance by arranging weekly meetings. This to make it natural to come to campus instead of staying at home.

For staff members who work in the laboratories on a daily basis, this is not such a big issue as they need to be at campus to do their job.

JESC is not allowed to require (academic) staff to be physically present at SDU – it is only required that you are reachable.

The council discussed various reasons for choosing to work outside SDU, including e.g. the desire for peace and quiet for contemplation. Sometimes it might be difficult concentrating if you share an office with other colleagues. Also, long transportation times to and from work might be a contributing factor for choosing to work from home.

The council agreed that it is good to have an ambition of being physically present at campus. The permanent staff plays a role in this as they act as role models for new staff coming in. A tendency could be that new staff will copy the pattern from existing staff in relation to physical presence.

A suggestion could be to schedule fixed meeting days, where you have to be at SDU for meetings etc.

To ensure a quiet/undisturbed working environment the students suggested a small whiteboard outside each office indicating when you are available and when you cannot be disturbed.

The conclusion was that at IGT we have an ambition that all staff members are physically present at campus at least 3 days per week – and we aspire to be here 4 days a week. JESC will discuss this with IGT Leadership Group and then present for the department.

Ad. 5

Every department at TEK is lacking offices.

At IGT we have been allocated 2 offices in the pavilion.

The current situation is that if rector does not approve an extra pavilion, we are looking into a situation where offices will be allocated around all of campus and not in direct connection with the rest of the department. This means that we will risk sitting far from our colleagues – which may impact our research area.

Some suggested that maybe it would be better to have a separate building for the students. The students do not necessarily have to be located right next to the laboratories and the researchers but just need to have student rooms allocated for project and thesis work. JESC stressed that this will not be a solution as there is a clear message that the students will not be removed from TEK.

An extensive discussion on this topic took place, including different views in relation to criteria for allocation of offices inside and outside TEK. Should staff working in the wet labs per default be secured an office inside TEK to limit “travel time”? A decision like this will predominantly hit the LCE unit because they are not in the labs.

Another solution could be to take turns having an office outside TEK. This will, however, administration-wise be very heavy to coordinate and also, this might contribute negatively to the work environment.

At present we do not know if the reorganization of the student administration will release free office space at TEK. This reorganization is not in place yet.

JESC concluded that “flying offices” will be suggested again. Staff are generally against introducing this. Since we have not been able to come up with solutions this may be re-introduced and this time it will not be settled on a voluntary basis but will be mandatory. Staff are not allowed to share keyboards, headphones etc. therefore each staff member will be equipped with a trolley for these personal items.

Input from the students: Depending on the approach, “flying offices” will make it difficult for the students to locate the permanent staff which will not be appropriate.

There were discussions both for and against a booking system and an overview screen. A system must be very smooth (efficient booking system) – not to complicate the booking process and to avoid risking staff staying at home due to the complexity.

TEK Is not allowed to pay for “meeting boxes” for us – such initiative must be via SDU. It is on the wish list at Technical Service but will not be prioritized as long as there is free meeting rooms available.

We have a limited number of 1-person offices, and we are running out of them. Given the number of staff in the hiring pipeline, we need an immediate solution.

Other suggestions/input:

- Place unit staff members in separate zones (Chem, Bio, LCE)
- Reduce the desk size to optimize the number of seats in individual offices
- Permanent staff = permanent office (permanent staff are “anchor persons” and must be easy to locate)

The overall conclusion is that wishes and reservations vary greatly from employee to employee. Hopefully, a new TEK-building will be built within 1-2 years, which means that we just need a temporary solution for right now.

JESC suggests that we reach out to other institutions/companies and learn from their experiences related to lack of office space and what actions they have launched.

Actions will be rolled out at different paces. We will probably start with PhD students, postdocs and research assistants and harvest their experiences after 6 months. As a preliminary approach, JESC prefers to focus on non-permanent staff for this initiative.

JESC will discuss with the IGT Leadership Group and then present at a department meeting.

Ad. 6

The SDU Board has decided to implement a new overhead – a significantly increase from 10% to 20%. A direct consequence will be that the balances in each unit will be affected in next year's economy. To deliver on the original expectations, it will be necessary to attract further external funding.

MPC firmly disagrees with the direction of this new initiative which he finds extremely bad for the research environment. He also believes that the rationale behind such a drastic increase has not been adequately explained.

It has been communicated that the extra money will not be used for administration but for strategic implementation. There is, however, no guarantee that the money will return to the department.

A general discussion took place and JESC encouraged MPC to reach out to the SDU Academic Board to express the dissatisfaction.

IGT Economy

This year all units will come out with a worse result than expected. We have not achieved the expected progress. Some of the results are due to challenges when hiring staff and finding qualified candidates. Also, we must be aware that it is not realistic to hire staff from day one at a project.

Despite the implementation of the new SDU Tax Model, all IGT units are projected to generate surpluses next year.

Ad. 7

JESC has drafted an updated version of an IGT Mission. The mission must cover what we are doing. JESC presented a long and a short version.

The council members had no comments and JESC's version will now be presented at the next IGT Leadership meeting and then afterwards at a department meeting.

Ad. 8

APV status

Lars Duelund is conducting "mini-APV" in all IGT units. The results will be evaluated in the IGT AMO Group.

JESC will conduct Group Development Reviews (GRUS) in October with all staff groups. GRUS will be conducted twice a year, and this new initiative will be continuously evaluated.

IGT Welfare Committee

The IGT Semester Start Reception was successfully held in September for all new and existing IGT students. There was also a good participation among the IGT staff.

The next IGT Event for staff is the "IGT Christmas Event" taking place 4 December.

The annual IGT Summer Seminar is planned for 28 May 2026.

Placeholders for both events have been distributed. Agendas will follow in due time.

Ad. 9

The IGT Student Club is trying to recruit more members for the organization part. The current primary coordinators are all going on internships and it is important to recruit new members to maintain the activity level. To keep the room, we must make sure it is actively used.

JLB confirms that LCE is also trying to recruit new members. However, altogether there is only 10-15 students in this area.

The next event coming up is planned to be a Christmas event.
For the next semester a “beer brewing” event is being considered.

Ad. 10

Planned future recruitment at IGT (only base funding):

ADM: No hiring

KEMI:

- DIAS Fellow posting within Chemical Engineering
- Special Consultant - Electrolysis

BIO:

- Associate Professor in Advanced Bioimaging Equipment Generation

LCE:

- Assistant Professor in Mass Flow Analysis
- Soon: Professor Position within Wastewater Treatment

Ad. 11

Request from JLB:

Working on master thesis (40 ECTS) and experiencing a lack of guidance in relation to e.g. the registration process, SPOC etc. He and his fellow students are missing guidelines and are not aware of resources available.

JESC will talk to Ciprian Cimpan to ensure that he will reach out to the students.

Next meeting: 9 December 2025, 13.00 – 15.00 (Tesla).

Agenda items are welcome at mkh@igt.sdu.dk.