

Minutes of meeting

24 September 2026

Subject: IGT Department Council
Date and time: 22 September 2026, 10.00 – 12.00
Location: Benz

Participants: Jens Ejbye Schmidt (JESC)
Henrik Karring (HKA)
Shuang Ma Andersen (MASHU)
Raghunandan Sharma (RASH)
Simon Svane (SIMS)
Mie Thorborg Pedersen (MTPE)
Christina J. Birke Rune (CJBR)
Kathrine Lynge Wiingaard (KALW)

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**Invited guests/
observers:** Hossein Nami (HON)
Mathias Porsmose Clausen (MPC)

Cancellation: Vahid Karimi (VAK)
Hossein Nami (HON)
Frederikke Schelde Agger (FSA)
Marie Lykke Diget (MLD)
Maiken Helene Vestergaard Pedersen (MHP)

Minutes: Mette Kornelia Hansen (MKH)

Agenda:

1. Approval of the agenda
2. Introductory remarks and messages by the chairman
 - MTPE will serve as substitute for MARHE (1 year)
 - Appointment of a new Vice-Chairman to replace MARHE the next 12 months
 - Substitute FSA (election group 3) replaces Jasper Lorens Betton (graduated)
3. Approach to strategic hiring - should discussions also take place in the units, rather than only in the department council and in AMO? (follow-up from last meeting)
4. Upcoming election of new student representatives to the Department Council
The elections will be formally announced on 11 September 2026.
5. Economy – last approved budget from the Dean
6. Research Pillars and focus areas for next year (IGT Strategy)
7. Welfare and working environment at IGT (fixed point)
8. IGT Student Club (fixed point)
9. Planned future recruitment at IGT (fixed point)
10. AOB

Ad. 1

Approved.

Ad. 2

JESC gave an update on changes to the Department Council:

- MTPE will serve as substitute for MARHE for one year (Election Group 1).
- A new vice-chair must be appointed for the same period to replace MARHE. HKA agreed to take up this position for the coming year until MARHE returns.
- FSA, as substitute in election group 3, replaces Jasper Lorens Betton, who has graduated.

The council noted that VAK's employment at IGT ends on 30 September 2026.

As a result, the second substitute in Election Group 1, Rime Bahij, will be called in for upcoming meetings in the council.

Ad. 3

The council discussed the approach to strategic hiring as a follow-up from previous meeting. Strategic hiring is understood as recruitment outside the agreed multi-annual plan, for example when a particularly strong candidate is considered without pre-planned funding, or when a candidate brings external funding that may still affect the department's priorities and resources.

The council agreed that relevant units should be involved before final decisions are made, particularly the unit in which the person would be hired. Input from the unit should help qualify the decision by assessing research fit, teaching needs, laboratory and office capacity, collegial support, financial implications and consequences for existing recruitment plans.

The process should be transparent and two-way: units should not merely be informed after a decision but should be able to provide input and receive feedback on the rationale for the final decision.

Ad. 4

The council discussed the upcoming election of student representatives to the Department Council.

The council would ideally like three student representatives, representing different semesters and degree programmes. Teaching staff were encouraged to inform students about the opportunity and to invite relevant students to consider running.

The electronic election will take place on 23–26 November 2026, and the term for student representatives starts on 1 January 2027.

Ad. 5

JESC presented the latest approved budget from the Dean and explained the updated budget model. The model is being adjusted to make forecasts more realistic by linking expected grant applications to named applicants and by distinguishing more clearly between permanent staff salary costs and new positions funded by external grants.

The council noted that forecasts remain dependent on successful external funding applications and may therefore change. The updated model uses average assumptions for grant-funded positions and overhead, while actual figures will depend on the funder and the final grant conditions.

Grant income will be distributed across the years in which it is expected to be used.

Ad. 6

JESC presented the proposed “IGT Research Pillars” at the May Seminar 2026. Based on staff input from the seminar, an updated document has been prepared with five broad research pillars intended to support cross-unit collaboration and provide a shared framework for the IGT strategy.

The proposed pillars are:

- Sustainable Food, Biomass & Bio-based Products;
- Sustainable Health Technologies, Biosensors & Bioanalytics;
- Circular Resource Systems & Bioeconomy;
- Energy Systems, CCUS, PtX & Green Fuels;
- Data, Models & Process Engineering for Sustainability.

The pillars are deliberately broad and are meant to frame interdisciplinary work rather than classify every activity or serve as the only basis for recruitment decisions.

The updated document will be presented at the IGT Long Coffee Meeting on 19 October 2026 and circulated with the minutes for further comments.

Ad. 7 – Welfare and working environment IGT

Offices and laboratories

The council received an update on office and laboratory planning. The proposed office arrangements are still plans and not final decisions. The expected timeframe is approximately six months.

Staff have been asked to provide input on laboratory space needs so these requirements can be considered in the next planning phase.

IGT Events

The annual “IGT Christmas Event” will be held 3 December 2026.

IGT Semester Start Reception

The semester start reception was held 10 September and was a great success with attendance substantially higher than previous year.

SDU Annual Celebration October

JESC encouraged all IGT staff to attend the honorary doctor’s talk at TEK Ellhammer on 29 October (13.00 – 14.00) in connection with SDU’s Annual Celebration.

Ad. 8

KALW reported ongoing activities in the IGT Student Club.

Funding from the Rector will be used to purchase items for the student room.

The aim is to support student activities and strengthen the student environment at IGT.

Ad. 9**Planned future recruitment at IGT (only base funding):**

There is no planned general recruitment on permanent funding for the next six months. One strategic hiring in BIO was discussed. The relevant section has been informed, and the appointment is subject to confirmation that the candidate's external grant funding can be transferred.

Ad. 10**Innovation and Entrepreneurship**

Input from MPC concerning recent IGT meeting 17 September with facilitation by SDU HR on "Innovation and Entrepreneurship":

- There is a clear wish to clarify the follow-up process for the career-development priorities, including possible departmental support for innovation, entrepreneurship and research leadership
- The council discussed whether innovation, entrepreneurship and research leadership should be made more explicit in the IGT strategy.
JESC confirmed that this topic will be followed up in the leadership group, including how existing support options can be communicated and whether gaps should be raised with the relevant university bodies.
- "Innovation Pilots" was mentioned as an example of support for staff who have a potentially commercialisable idea but do not wish to establish a company themselves. The pilot requires appropriate intellectual property protection before further development.

Dissemination of research activities through SDU channels**(LinkedIn, SDU Website, etc.) – input from MPC**

The council discussed the visibility of research activities on SDU webpages and other communication channels. Researchers cannot directly edit their own webpages under the current template system, but updates can be submitted to Christina Buch Sahner, who maintains the research-area and group pages.

Department and unit webpages must follow a defined template.

Each Unit has a standard page with a short description of the different research areas and links to relevant research areas. Each research area shall be described on one page with no link to other subpages. A more dynamic format is only available in very limited cases due to capacity constraints and has to be approved by the dean. Researchers are encouraged to submit updated description of the different research areas when content is outdated or inaccurate.

MPC noted that improving and updating the webpages could increase visibility, particularly for recruitment and for showcasing research areas.

Next meeting: 25 November 2026, 10.00 – 12.00 (TEK Ellehammer)

Agenda items are welcome at mkh@igt.sdu.dk no later than 4 November 2026.