

## Minutes TEK Committee for Equality and Diversity (LiMU)

**Time:** Friday March 11<sup>th</sup>, 2022 at 9:30-11:30

**Place:** Tesla, Odense and Zoom

**Attending:** Eva Arnspang Christensen, IGT  
Katharina Rubahn, FAK ADM  
Vida Engmann, MCI  
Anders Runge Walther, IGT  
Jerome Jouffroy, IME  
Heidi Maglekær Jensen (Committee secretary)

**Absent:** Dorte Sølvasen, MMMI and Alf Rehn, ITI

**Guests:** Steffen Korsgaard og Berit Kaja Børgesen, SAMF LiU at 10:00-10:45  
Sebastian Mohr, TEK Innovation at 10:45

**1. Welcome to new member from IME Jerome Jouffroy / Eva Arnspang Christensen**

**2. Approval of the agenda**

Approved

**3. Approval of minutes from December 9<sup>th</sup>, 2022**

Approved

**4. Presentation and discussion with SAMF LiU / Steffen Korsgaard and Berit Kaja Børgesen**

There is a big difference in the ability to recruit between the Departments at SAMF. Staff within the area of the Finance Department can get higher pay outside the university and therefore the Department has challenges when it comes to recruiting. This is not the case in other Departments.

SAMF has more women at Ph.D. level, but it evens out at assistant and associate professor level. At professor level it is opposite there are more men than women. We have an opportunity to do good over the next years because of the numbers at the lower level. The new qualification and promotion guidelines can also be a help in the right direction. We do not know what the overall SDU guidelines will be but hopefully they will enhance gender equality.

SAMF made a Covid-19 survey. It showed no alarming differences between the genders, but it does not show if it has affected patterns that were already there. PhDs and Postdocs were affected the most – they are mainly women.

Gender equality in the TAP group is also a focus area. There is not a lot of data on the area. SAMF will work with GET to get more data. One of the central questions is: Where does the TAP group see the issues? Maybe an equal number of men and women is not the main issue. Maybe the main issues are who gets promoted, who gets the interesting tasks etc.

When it comes to qualification and promotion guidelines the challenge is not the formal guidelines. The problem is the shadow guidelines. Mentoring can be one of the solutions to this. "The Old boy's network" is another side of the same problem. People tend to promote people who are like themselves i.e., men promote men.

**5. Boosting TEK Diversity: Developing Grant-Writing and Peer-Networking Skills Among Underserved Researchers / Sebastian Mohr**

The project will address employees who are underrepresented when it comes to getting grants. We have an overview of the gender distribution, but we do not have numbers for nationality. However, it would be interesting to identify what groups are underrepresented and to work with the groups. If everybody were to get grants, we would not need to do the project. However, we need the project to put attention to inequalities.

The guidelines are not the problem. But not enough women are applying, and the women get less grants. The bias is in all aspects.

**6. Plan for LiMU 2022-2023 / Eva Arnspang Christensen**

[The focus areas for LiMU 2022-2023](#) as approved by the management were presented.

As previously discussed LiMU will invite ourselves to Department meetings. The Department representative and Heidi Maglekær Jensen will participate in the Department meeting. [These slides can be used for the presentation.](#)

**7. Presentation of results of the APV / Heidi Maglekær Jensen**

[APV results can be found on SDU.net](#). There is not at big difference between the genders. The women seem to be a little more positive. We have a small increase in bullying, and this could be an area to address. [Slides are available on SharePoint.](#)

**8. Summary from meeting in the Central Committee for Equality (LiU) / Eva Arnspang Christensen**

The point is postponed to next meeting due to a lack of time.

**9. AOB**

Nothing.