

## Minutes of meeting

**Subject:** Department Council meeting IGT  
**Date and time:** Monday 4 April 2022 (9.00 – 11.00)  
**Location:** Eiffel  
**Participants:** Jens Ejbye Schmidt (JESC)  
Haiyan Qu – *Vice Chairman* (HAQ)  
Birgitte Lilholt Sørensen (BLS)  
Lars Duelund (LAD)  
Martin A.B. Hedegaard  
Lars Yde (LAY)  
Rikke Klindt Muller (RIKM)  
Olivia Krenz Ranum (OLRAN)  
Simone Della Bella (SIDB)  
Henrik Karring (HKA)

5 May 2022

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**Cancellation from:** Sille Petrine Vest Hansen (SILLH)  
Mathilde Snijder (MAS)

**Minute taker:** Gitte Krøyer (GKR)

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### Agenda:

1. Approval of the agenda
2. Introductory remarks and messages by the chairman
3. Sustainable Development Goals (fixed point)
4. Planned future recruitment at IGT (fixed point)
5. Welfare and working environment at IGT (fixed point)
  - a) APV focus points, action and time plan
6. AOB

**Ad. 1: Approval of the agenda**

Approved.

**Ad. 2: Introductory remarks**

JESC started the meeting by giving a brief status of the Department's finances, which looks like this: Administration 0, Chemistry 0.3 million DKK plus, and both Bio and LCE 2 million DKK plus.

It is a good result, Bindslev is very satisfied, so we have a little "street credit".

BLS mentioned that we are understaffed at the Department. JESC will respond by going through future hiring later under the Planned future recruitment item. We have had a delay in the hiring the last year. Hopefully, this we be better after summertime.

If we look at the budget for this year, we will have a zero or a smaller deficit. It will be looked at on April 5, when it will be approved.

A realistic budget is preferable.

**Ad. 3: Sustainable Development Goals**

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**Ad. 4: Planned future recruitment at IGT**

Future hiring:

Assistant or Associate Professor in Energy System Analysis & Design	Awaiting establishment of B Committee
Assistant/Associate professor in analytical chemistry	Awaiting assessment approval
PhD student position in algae molecular and synthetic biology	Awaiting completion of interviews – Candidate appointed – start approx. 1 September 2022
PhD in electrochemical energy conversion electrode component and process multi-scale imaging	Awaiting completion of interviews – has been in reposts

**Ad. 5: Welfare and working environment at IGT**

a) APV focus points, action and time plan

JESC reviewed the focus points from APV and the subsequent work on 9 March at the IGT seminar at the Monastery.

- Leadership not management
- Ensuring attentive leadership
- Teaching – timely and transparent planning
- Collaboration across units and internal research dissemination
- Social aspects

HKA asked about inquiries as to teaching at short notice. Specifically, these are hours that Gang Liu was supposed to teach.

JESC stated that he cannot go into the matter further as it is a personal matter. Requests with such short notice are exceptional and should be avoided if possible.

HKA also encouraged us to work with our culture at the Department and treat each other with respect, which JESC endorsed.

BLS made it known that the responsibility to change the culture is everyone's responsibility.

LAD added that there are issues that we do not address and that are rooted in bad culture. The reason is also that we are spread out all over TEK. We lack the informal conversations that we do not have because of the geography at TEK. At the same time, we are understaffed, and in this situation the social events are cut away in everyday life.

JESC summed up that everyone must contribute to a better culture.

In the future the management of the department shall provide more information than they do today and address more clearly if there are different issues.

JESC informed that the management team must report the time and action plan in connection with the APV at the end of April.

**Ad. 6 AOB**

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Next meeting: 2022 (meeting invitation will follow).