

Department Council meeting – agenda

Date: 14/6-2022 at 10.00-12.00	Last meeting: 9/3-2022	Next meeting: 27/09-2022
Meeting room: Meeting room downstairs V4-110-1	Meeting organizer & minutes keeper: Dannie Kjeldgaard / Gitte S. Klausen	
Participants: Dannie Kjeldgaard, Nicole F. Richter, Eva Devantier, Lene Holbæk, Ian Stampe, Alev Kuruoglu, Michael Christensen, Poul Madsen, Dan Nabil Mahallati, Alexander Schandlbauer, Gitte S. Klausen		
Absent: Leoni Kaczmareck, Kenneth Schultz		
Encl: Minutes and APV action plan		

	Agenda:	Action:	
1.	Welcome and approval of minutes	<p>Minutes approved.</p> <p>Welcome to Alexander as observer / substitute.</p> <p>Future minutes will be sent out soon after the meeting for your approval. If you do not respond before the deadline, Gitte will consider it approved and put on the sdunet.dk. All confidential discussions will not be part of the minutes.</p> <p>It was suggested to send out emails with links to the minutes or description of topics to all employees before a meeting.</p>	

2.	DBM & SDU BS news	<p>On the Coffee Q&A meetings every second Wednesday we will after the summer holidays present the department council for our colleagues. After the summer holidays the Q&A might change to another day.</p> <p>AACSB Progressive report 3 approved, AACSB officials will visit the faculty in the fall. Dannie informed that the new dean is an evaluator for AACSB and in this role he has been travelling around the world.</p> <p>Community building There is an increasingly focus on study culture particular on HA. Too many drop out, hence we lose money. The ECON department and DBM have engaged with a research firm who work with students – they will investigate the study environment in Slagelse. Hypothesis is that a lively and engaged study environment means less dropouts.</p> <p>Dan told the council about an elective he had with Ingo Winkler, where Ingo had proposed that those who participate in person should share notes which made people interact and talk to each other and with some one might did not know beforehand.</p> <p>We need to do more about study culture and particular on HA – which is less individual than MMA – there is an urgent need for this.</p>	
3.	Work environment – stress i.a.	<p>The council talked about the possibility of appointing a Senior person to be a so called Ombudsmand – a professor across the department who supports younger employees with career issues or such. There are of course pros and cons about this as it can be intimidating contacting a professor and ask for help.</p>	

		<p>Dannie and Gitte know stress is a very private matter and therefore sensitive. But as part of the work environment group, we would like to find solutions to how we avoid people being stressed and help those who are.</p> <p>It was underlined that the first step on the way, is to recognize that it is the workplace that makes people run fast; acknowledging this is important.</p> <p>We can look at workload and check the numbers, but teaching is maybe not the only or sole reason of stress. It can be other things too; performance, career paths etc.</p> <p>People might be afraid of speaking out, and for some it feels as a weakness to ask for help.</p> <p>It was suggested to have an external organization come in for a presentation about stress as a pop-up meeting for those interested.</p> <p>And it was also suggested to educate our herds of research about stress. It would be them who would see the first signs. However, for anyone to confide in another person, head or not, there must be a confident and trustworthy environment.</p>	
4.	<p>How to improve information flow to new employees in general but also re. salary negotiation rounds</p>	<p>As a new employee some issues are not informed, e.g. pension, teaching, salary, salary negotiations, conduction of exams etc. Maybe it is not HR who should inform about all these things, but who then?</p> <p>The Danish model about being a member of a union should be informed by Kasten Boye Rasmussen.</p> <p>Head of research group should also contribute to this.</p> <p>Onboarding processes to be looked at.</p>	

		Nicole would like to offer herself as a consultant for new foreign employees.	
5.	Databank access	<p>Access to data, software available, memberships available and alike in the department</p> <p>How can we assure that all know who have access to data, who has innovative methods or resources for grant applications etc.?</p> <p>Knowledge sharing across the department – pop up meetings were suggested.</p>	
6.	DBM August seminar	<p>It was suggested to have some breakout sessions:</p> <p>Exchange of information between the leaders of the different profiles</p> <p>Research groups meeting</p> <p>Business School events</p> <p>HA study culture</p> <p>Big class rooms – how to involve students / community building / Study groups / study start</p> <p>Kristin B Munksgaard – Business School</p> <p>Library</p> <p>Dannie will also ask the management group about this.</p>	
7.	AOB	<ul style="list-style-type: none"> Physical presence, rule of at least 3 days per week. Dannie will remind people of this after the summer holidays. <p>Participation in the department meetings might change to only physical. Acoustics in DIAS room very bad, but very difficult to find another room that can fit approx. 80 people and is free at that time.</p>	

		<ul style="list-style-type: none">• The situation about the 20 ECTS internship was brought up. The rule is that if you take an internship of 20 ECTS you are not allowed to write your thesis in that exact company. Whereas if you take a 10 ECTS internship you may write in the same company. Communication to the student about this should be improved.• The travel committee has been closed. It is now up to the heads of each group to approve the travelling plans within the group. The excel form is for the benefit for the heads and subsequently Dianna who is paying the different invoices concerning the travels. When she receives the form, she knows that the travel has been approved and emails back and forth should not be necessary.	