

## Department Council meeting – Agenda

Date: 12/12-2022	Last meeting: 27/9-2022	Next meeting: 2023
Meeting room: DBM meeting room downstairs	Meeting organizer & minutes keeper: Gitte S Klausen	
Participants: Dannie Kjeldgaard, Nicole F. Richter, Michael Christensen, Gitte S. Klausen, Alev Kuruoglu (left at 11:00) from 11.00 Eva Devantier Guests: HR and Mette Lund Kristensen		
Absent: Dan Nabil Mahallati, Leoni Kaczmareck, Poul Madsen, Lene Holbæk, Kenneth Schultz, Alexander Schandlbauer, Ian Stampe		
Enclosures: Strategy for Career and Competence Development for VIP plus background info		

	Agenda:	Action:	
1.	Welcome		
2.	Visit by HR; Jakob Ejersbo and Rie Thomsen	<p><i>Discussion of Career and Competence Development for VIP at the Department</i></p> <p>The SDU strategy has focus on two areas; on those competencies that are necessary for the job to be done and on individual development and career opportunities.</p> <p>Department of Business and Management does not have a written strategy for competence development.</p> <p>Staff on junior level take the adjunktpædagogikum and some of those pursuing a management position have been on the Research Management course at CBS. Some have been on the study leader course.</p> <p>Mostly all training is by peer learning.</p> <p>Learning or training is more on an individual level.</p> <p>Each research group has a budget, and the head of research group is in charge of this, so if a member of a group would like to take a course the head of the group is to approve.</p>	

		<p><b>The main challenge at the department</b>  One problem is teaching large classes and supervision is quite heavy with many students. This gives you little time for development, hence peer learning is used.</p> <p>We have many 20% positions, but maybe not using them as we could. They are often gatekeepers for network and grants. It is up to the research groups how to use them.</p> <p>External funding and writing workshops are something we should look at and something that Dannie also finds highly relevant; initiate a learning process for junior staff in particular about the craft of writing grant applications.</p> <p>Academic writing for female academics</p> <p>Courses on presentation skills – workshop / conferences would be relevant.</p> <p>Some issues are sensitive and therefore some courses are likely to be bought outside SDU.</p> <p>Onboarding of non-Danish colleagues on all practical information (health insurance, tax etc) being a resident in DK and on SDU.</p> <p><b>HR offers the following courses:</b></p> <p><b>Project management for researchers</b>  DBM input– persons with large grants should take one of the courses offered within project management.  We would like HR to introduce these project management courses for the staff eg on a department meeting or at the summer seminar. Gitte contacts Jacob.</p> <p>Other courses:</p> <p><b>Management</b>  <b>Universitetspædagogik</b> – courses are free  Rie informs that besides courses they also offer tailor made workshops. They offer collegial describing process advises if we e.g want to use peer learning in a more formal way.</p> <p><b>Communication</b>  <b>Language</b></p>	
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		<p>Only 5 council members were presents and Dannie and Nicole decided to cancel the rest of the meeting.</p>	
<b>3.</b>	<b>DBM finances</b>		
<b>4.</b>	<b>DBM news and SBS news</b>	<p>One day department seminar in August every second year due to financial reasons but also due to so many people travelling in August.</p>	
<b>5.</b>	<b>AOB</b>	<p>SDU is making a new strategy and so is the faculty. The strategy for SDU is to be approved in June by the board of directors.</p> <p>Next time with more members being present, we would like to make a SWOT for the department. Maybe have a hearing among employees before the meeting for input.</p>	