

## Summary

<b>Subject:</b>	Executive meeting	October 14, 2021
<b>Date and time:</b>	October 14, 2021 kl. 10.00-12.00	
<b>Venue:</b>	WP 9	
<b>Participants:</b>	Head of Department: Jesper Bo Nielsen (JBN) General Practice: Jens Søndergaard (JS) User Perspectives & Community-based Interventions: Birgitte Nørgaard (BN) DaCHE (Health Economics): Dorte Gyrd-Hansen (DGH) Clinical Pharmacology, Pharmacy and Environmental Medicine: Kim Brøsen (KB) Health Promotion: Pernille Tanggaard Andersen (PTA) IST-secretariat: Line Bach Ulstrup (LBU) - notetaker	LBU/KMG lbulstrup@health.sdu.dk T +4565503840
<b>Cancellation from:</b>	CMSS: Lisa L. Froholdt (LLF) Epidemiology, Biostat. & Biodemo.: Kaare Christensen (KC)	

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### Career and Skills Development VIP

Visit from Rie Troelsen (University Teaching Methods) and Karna Kühnell Gautier (HR-service) concerning the implementation of a new job structure for scientific staff (VIP) at SDU.

JBN: IST has a large external operating income and consequently several employees with temporary funding and employment. Therefore, IST also has a greater need than several other departments both to discuss the possibilities of a career both at IST and outside IST as well as to support the application for external funds. For that reason, JBN also hopes that SDU will become better at supporting the funding and pre-award processes to help the VIPs obtain funding. The Heads of Research have the option of participating in expensive external courses in research management, but JBN hopes that SDU will provide these courses in future. Several subjects were discussed, i.a.:

- To equip the PhD-students better as to project management
- To help young researchers develop possibilities and to keep them at the universities
- Large differences in salary levels between universities, we must become better at pointing out the other things we have to offer

- It is a challenge for employees with shared and temporary employment, as both organizations require full attention
- "Career settlement", so that the senior colleagues still participate in the teaching. So that they still fulfill a role, but just another role.

Karna presents what the HR-service can offer, both [aktuelle tilbud](#) (current courses) and current pilot courses.

The guests are collecting notes from meetings with all departments and will pass information and wishes on to the faculty and the SDU university director. Many of the HR courses can be offered locally and adjusted specifically, if there is a reasonable number of participants.

#### 1. News from IST

HCM: The new HR-system is still very challenging. This has been passed on the faculty level and to the HR-management. Again, we urge employees to be patient and appreciate the processing time at the IST-secretariat.

Print: A few employees print a lot and often in colour.

Everybody is encouraged to have focus on the sustainable development goals (SDG) by printing the least possible.

#### 2. News from SUND

Ole Skøtt returns to the position of dean when Jens Ringsmose becomes SDU vice chancellor as of November 1, 2021.

The pro-vice chancellor has participated in a heads of department meeting where application for external funding was discussed. He has held a meeting with i.a. Novo Nordisk – they get fewer applications from SDU than from the other universities.

NytSUND: Time schedule still unchanged. Employees will move step by step. JBN and LBU are looking at the number of employees and the need for days at the office and laboratory, respectively.

Probably it will soon be possible to determine the location of each unit in the building. The details regarding the distribution of offices etc. will very much be up to the units themselves.

IST's committee on office culture will be given the opportunity of a guided tour at the construction site in mid-November. We will see i.a. the common areas and discuss the best possible utilization.

#### 3. Councils and committees

No news since the latest executive meeting.

#### 4. APV 2021

The response rate as of October 14, 2021 is 59%. At the Workplace Assessment and Well-Being Survey (APV) in 2018, the final response rate was 88%, and JBN hopes very much that more employees will have time to answer before October 26, 2021. Several heads of research have been

informed by employees that “leaders” is not defined clearly enough in the questionnaire. The APV should, however, not be an evaluation of immediate leaders.

**5. Cooperation and consultancy services for municipalities**

RIO has contacted JBN for a dialogue on the possibilities of support to municipalities and regions regarding performance of assignments by e.g. entering into agreements on specific projects or alternatively long-term agreements with a fixed financial framework.

PTA: It is certainly interesting for Health Promotion.

DGH: Could be relevant, if we were actively involved from the start and not only in connection with the evaluation.

JBN: Considers a meeting on behalf of IST, as the assignments probably will be carried out by various employees/units but within a fixed financial framework.

**6. Comments from participants**

JS: Meeting at the Novo Nordisk Foundation Oct. 13, 2021.

Unfortunately, their strategy seems to focus on the outstanding qualities of University of Copenhagen rather than having a view to other universities. The unit has received a grant from Tryg.

Master’s programme in Medicine requires more and more.

Establishing a group in Esbjerg. Has received funding for i.a. a clinical professor and a PhD-student in Esbjerg.

KB: An agreement has been made with the Clinical Pharmacologists from OUH with offices at KFFM, and they will attend to part of the teaching.

BN: A new director of education and training has been appointed at the Master of Science in Health Sciences (SFK) education.

PTA: Anxious to see the dimensioning of the Master of Science in Public Health (FSV) education. Employees have very tight schedules and are very busy.

DGH: Going well.

LBU: Heavy workload on account of the implementation of HCM as well as preparations for the new financial management system (ERP).

The Helsefonden application deadline (January 12, 2022) is at the same time as an extra short closing of the annual accounts. All applicants are therefore asked to have their budgets ready and approved well in advance of the Christmas vacation.

A new flow for external applications is underway. The IST secretariat will give an introduction at the units later.

Kind regards,

**Line Bach Ulstrup**  
Head of Secretariat