

Minutes of meeting

Subject: Department Council meeting
Date and time: March 5, 2026, 13.00 – 14.30
Location: OD SUN M-2.22
Participants: Pernille Tanggaard Andersen (PTA), Head of Department
Birgitte Nørgaard (BN), Head of Research, User Perspectives and
Community-based Interventions Ulrich Halekoh (UH), Lecturer,
Epidemiology, Biostatistics and Biodemography
Jacob von Bornemann Hjelmberg (JBH), Professor, Epidemiology,
Biostatistics and Biodemography
Elisabeth Assing Hvidt (EAH), Lecturer, General Practice
Helle Hansen Søht (HHS), Coordinator, General Practice
Jan Beyer, technician, Clinical Pharmacology, Pharmacy and Environmental
Medicine

Appologies from:
Ngaio Ustrup, Web and Communication
Trine Kjær (TK), Professor, Health Economics, DaCHE

Minutes taken by: Christina Brøkker-Knudsen

Agenda

1. Welcome and approval of Agenda
2. New Staff policy at SDU
3. Working Hours Agreement for Assistant Professors, Associate Professors, and Professors at the Faculty of Health Sciences, SDU
4. Any Other Business
 - Including the consultation response sent by email on 5 February regarding: Consultation material concerning the study structure for SDU's master's programmes

Minutes of meeting:**Item 1**

PTA welcomes the participants. The agenda is approved.

Item 2

PTA presents the new Staff Policy, conceived as a framework for our work. The policy has been issued in an accessible and user-friendly format. It has undergone consultation in several formal groups and subsequently became effective from 1 January 2026. Compared to the previous policy, the revised version provides greater clarity particularly regarding recruitment and career pathways. There are no entirely new initiatives as such; rather, the document offers further elaboration and specification.

HHS: The policy has been rendered more values-based, emphasizing that SDU should be a pleasant and inclusive place to work, characterized by high levels of tolerance and related principles.

PTA: The document is particularly valuable in situations where behavioral regulation is required, as it provides a clear reference point for such matters.

EAH: In light of recent reorganizations, the Staff Policy highlights the need for a designated unit or area to assume responsibility for matters such as career pathways.

The Staff Policy is requested to be shared within the respective units.

Item 3

PTA presents the working-hours agreement, which is an agreement concluded between the union representatives and the Dean.

BN: It has also been discussed in the Academic Council, where there was a concern that it had not been subject to consultation prior to being signed.

HHS: expresses criticism of the norms presented in the document regarding the 'reimbursement' of hours for various roles, as the number of allocated hours does not correspond to the actual workload.

PTA: the agreement should be understood as a norm that can be adapted at the departmental level. A certain degree of autonomy in the work is necessary. At the same time, it should be viewed as a precursor to the SUND-FREJA system, in which the norms will be implemented.

UH: it will be interesting to see how the FREJA system functions if the working-hours agreement does not align with what is subsequently recorded in the system.

BN: it is important to clarify who will have access to FREJA, and whether it should be regarded as a management tool. Are there consequences if an employee does not meet the working-hours norm? Who monitors the data? Is it a control mechanism?

PTA: the Rector has for some time indicated a desired shift in emphasis from teaching towards research.

BN: this also poses challenges to the working-hours norm. The norm has, in principle, always existed, but the fact that it is now formalized in writing and signed, makes it more concrete. However, it remains unclear how and for what purposes it will be used.

PTA: FREJA will be tested at IP and IOB. BN has also registered BBI's participation in the testing. No resources are provided for the registration process; it will fall to the individual

employee.

BN: will convey from the meeting that the lack of clarity regarding implementation is causing insecurity among staff.

JBH: one of the major concerns regarding FREJA appears to be that it operates at an individual level. Perhaps it would make more sense for it to be based at a group level.

BN: as a manager, one also has an obligation to maintain an overview, but the system must not become a tool that can create division among colleagues.

UH: will there be an evaluation of the system after the test?

PTA: yes, adjustments will be made on the basis of the testing.

PTA: the working-hours agreement will also be discussed in the occupational health and safety group and may be shared with colleagues, as it is now effective.

Item 4

BN: Regarding the consultation, the challenge with 75-ECTS master's programmes is, that it may become difficult for staff to have their summer holiday during the customary holiday weeks.

CBK: the consultation has been distributed through other channels. The conclusion is that the Department Council has no comments but expresses concerns about employee well-being if it will no longer be possible to have their summer holiday during the typical vacation periods.

Around the table:

JBH: We are experiencing a lot of interest in our courses—both in Data Science, where students choose the health sciences track, and in our offered PhD courses. The DFF application season is underway and occupies significant attention within the unit.

EAH: There have been several PhD defenses, as well as the admission of new PhD candidates. The overall atmosphere in the unit is very positive.

JB: The laboratory has acquired a new mass spectrometer, which—for the first time in SDU's history—has been leased. It is a highly advanced instrument. The laboratory is also in the process of obtaining Green Lab certification. We have successfully completed the baseline assessment. In addition, a flyer has been produced describing the unit's activities.

BN: New staff members and PhD students have joined, contributing with fresh and positive energy. A Horizon project has received 75 million, in which BN is involved regarding the user-involvement perspective.

UH: There are several different AI policies at faculty level, and students must comply with the policy applicable to each specific course. We continue to work on how examinations should be conducted in relation to AI use.

BN: There is no formal AI policy from the PhD School; this will be discussed in BBI at a unit meeting. BN will also bring the matter to the research leaders' meeting and to the IST representatives in the PhD Committee.

Best regards,

Christina Brøkker-Knudsen

Senior Consultant, IST

This text has been machine translated