

Minutes of Departmental Forum Meeting, 06.09.2013

Participants: Allan Würtz, Lars Relund Nielsen, Casper Worm Hansen, Finn Schøler, Lene Gilje Justesen, Stine Ludvig Bech, Rainer Lueg, Valdemar Smith, Karin Vinding, Maren Grønæs Birkeland, Mette Hyldetoft Jensen (deputy for Joachim Mikkelsen)

Apologies received from : Peter Løchte Jørgensen, Malene Thygesen, Bibiana Paluszewska, Morten Krægpøth

Moderator: Lars Relund Nielsen. Notetaker: Margit Sommer

1. Approval of the agendas

Approved

2. Approval of minutes from last meeting

Approved

3. Hiring policy

Qualifications

Assistant Professor

- Academic areas of department and PhD degree
- Potential

Associate Professor (see excerpts from contract given to Assistant Professors with tenure tract)

Full Professor (see tasks for a Full Professor)

- Time limited
- Time unlimited

Hiring process

Assistant Professor

- Assessment
- Teaching and research areas

Associate and Full Professor

- Assessment
- Teaching and research areas

Discussion on tenure track or not - automatic promotion or not - are applicants treated equally? Are we hiring with a view to teaching needs or only according to the applicants' research performance.

From this year MSO professors are not appointed any more, but Full Professors may be hired for a time limit of five years.

4. Norm system

Compared to the current interim norm system, the major differences to the new norm system are:

1. Norm for lectures is relative to “output”, namely size of course measured by ECTS, rather than “input”, namely, teaching hours
2. New tasks have been normed e.g. phd committee work
3. Simplified norms for tasks of teaching
4. Built-in saving for sabbatical
5. Increase or decrease for some of the norms

Question: What was the reason for changing the system from teaching hours to TPUs?

Question: Will there be made new course descriptions for the basic Business (HA) courses?

Allan: we have to look at micro, macro and descriptive economics! Number of teaching hours etc.

Finn:

Rainer: Changing the budget changes peoples' behaviour

Discussion on fairness of the new system – many members concerned about the new system compared to the old system because it is less specified and the norms may be lower

Question: Sabbatical - can you opt out of a sabbatical or is it mandatory

Reply: The savings account for sabbatical can only be exercised for the purpose of having an approved sabbatical.

There might be some corrections to the norm system after the discussion

5. Information from VIP/TAP/PhD/Students

None

6. Information from Management

Office situation

H Building, C Building, relocation of imsq students and student teachers to Plug Down and the K-building

Adjustment of organization

7. Miscellaneous

Valdemar: Would prefer a discussion on the organization of the department at an earlier stage.