

Minutes of Departmental Forum Meeting, 3 April 2018

Participants: Niels Haldrup, Astrid Würtz Rasmussen, Benjamin Lienggaard, Charlotte Sparrevohn, Jan Bentzen, Jonas Nygaard Eriksen, Kasper Selmar Pedersen, Martin Møller Andreasen, Nicolaj Nørgaard Mühlbach, Trine Munk-Olsen, Sune Lauth Gadegaard, Gustav Dam, Anders Clausen, Karin Vinding

Excused: Søren Kærgaard Slipsager, Mette Vad Andersen

Notetaker: Karin Vinding

1. Approval of the agenda

The agenda was approved.

2. Approval of the minutes of meeting from last meeting

The minutes were approved without comments.

3. Election of Deputy Chairman

Sune Lauth Gadegaard was elected Deputy Chairman.

4. Collective bargaining 2018 and possible labour dispute

On 28 March, the conciliation board postponed the labour dispute. The strikes are now scheduled to begin on 22 April at the beginning of the day (00:00 hours), and the lockout is set to begin on 28 April at the beginning of the day (00:00 hours). Only staff organised in labour unions will be affected and for ECON, this number is fairly low. But buildings, cleaning, administrative support will be affected and thus a labour dispute may have a substantial impact on teaching and exams.

Astrid Würtz mentioned that there seems to be more information to the students than to the staff at the university and she also asked whether VIPs will be asked to catch up on teaching after a possible labour dispute. Niels Haldrup answered that such decisions will be taken at university level and he also mentioned that the HR department is reluctant to provide too much information as long as the strike/lockout has not taken effect.

5. Employee involvement in recruitments

A committee has been set up with the aim of assisting the HoD in recruitment decisions. The committee consists of Anna Pii Dam, Christian Bjørnskov, Kim Christensen, Peter Løchte Jørgensen, and Christian Larsen.

A result of our participation on the junior job market is the recruitment of 12 (maybe 13) post docs and assistant professors who will start mid-2018. Most of them are partly financed by external funding, but with teaching obligations and (for some grants) a 44% overhead to the department. As our financial situation is good at the present time, ECON will pay the most at the start of their employment period. In addition, we expect to recruit a number of associate professors and full professors.

Niels Haldrup emphasized the importance of external funding; presently, external funding covers about one third of all salary expenses at the department.

We do, however, have research areas where we find it hard to attract good candidates. This goes for accounting, finance, and logistics and other fields. Consequently, we plan to be at the coming job market in Phoenix as regards the accounting job market.

We know that some members of staff will retire within the next few years and we have to prepare ourselves for that situation.

As regards accounting, we might have to part with existing policies and hire teaching associate professors.

The Danish rules and regulations for the labour market make tenure track positions difficult as these are formulated as permanent positions (subject to potential termination). When recruiting, we face competition from universities in Denmark and abroad – but also competition from enterprises and public sectors that offer permanent positions, and we might have to resort to tenure track under special circumstances. NCCR experiences similar difficulties that are complicated by the fact that the center is funded from external means.

Niels Haldrup also mentioned that all new staff in permanent positions will be required to learn Danish within a given time frame.

The student representatives expressed their satisfaction with the focus on hiring within accounting and finance.

6. Financial situation

The financial situation is good and it seems that our income from teaching activities may increase in the future; at least, we have seen a rise in number of priority 1 applicants for our study programs of up to 30%. It will become interesting to follow admittance to our programs during the summer.

7. Relocation of offices

The original plan for relocation of offices will not hold. We expect a delay of about four weeks.

8. Issues to be discussed at future meetings

Niels Haldrup urged the members of the Departmental Forum to bring forward any issues that they would like to discuss. Suggestions are invited from individuals or e.g. the group of student representatives, the PhD students, or other groups of staff.

9. Miscellaneous

Nothing.

The meeting ended at 16:00.

Next meeting: 14 May 2018 at 15:00.