

Minutes of Departmental Forum Meeting, 14.10.2011

Participants:

Allan Würtz, Frank Tinggaard (substitute for Rainer Lueg), Sanne Wøhlk, Niels Haldrup, Niels Skipper, Kenneth Lykke Sørensen, Bibiana Paluszewska, Karin Vinding, Ann-Marie Gabel, Leonidas de la Rosa, Mariola Pytlikova, Stefan Hirth, Sashka Dimova, Marie Herly

Notetaker: Margit Sommer

1. Discussion of the working of the departmental forum (DF)

Allan Würtz emphasized that all members of the Departmental Forum are independent members. Even if representing groups, people are independent and entitled to have their individual opinions. Members may discuss with their groups and bring up their view points.

Questions raised regarding tasks of the DF

What is professor policy? According to the head of department it is about advertisement of positions and hiring.

The head of department finds it useful to have a vice chairman in the DF who can meet with Allan before meetings and discuss what to bring up on the meetings. A vice chairman might be elected on the next meeting.

New university law: only the vice chancellor can make decisions at the university unless he delegates. Total power.

2. Goals and actions in the strategy

The dean wishes comments on the strategy and suggestions for new goals and actions.

Frank T. input to research: main concern: want to continue the old list, a shorter list will harm the motivation and the prestige of the research. Negatively discriminated compared to smaller research departments.

Kike: prefer that the list is dynamic. Moving around as new journals come up, the old list is too categorical

Sanne: a national list is preferable.

Allan: the deans are aware that departments vary in size and that the lists have to vary.

Niels H. one can look at international lists – not spend too much effort. We should consider recruitment policy. Who are we employing? We have the list in mind. More formal in paying bonuses. What is required to become an ass professor, and associate prof or a full prof.

What can we do to keep the standard high?

Frank: we need a system to be world class.

Stefan: finance group: we prefer the "autoritetsliste". We will base on that and make differentiations. Points and/or human judgments to give promotion

Niels: Focus on recruitment

Frank: how should teaching count when employing people.

Niels: What should people do to advance. Signals must be given to people regarding these aspects.

Allan: Researchers should be motivated to do better research and publish in "better" (high quality) journals.

Sanne: Choosing "the best paper" etc. takes too many resources.

Frank: everybody wants to publish in the top journals.

Allan: The department is measured on the quality of the research.

Discussion: incentives to publish in top journals: money? Advancement? (promotion)

Sanne: Motivate people to publish in better journals, if you publish in A journals, publish in A+, but if you publish in D journal, publish in C journals

Frank: everybody has incentives to publish in the best journals.

Four pillars of the university: talent development, research, knowledge exchange, education

Talent development

Phd, postdocs, how to get students into the phd-programme. From undergraduate to tenure position.

Discussion whether it is preferable that phd candidates stay in the university during their entire academic career or have to go to other universities – after the phd degree, after postdoc.

Frank: a specific heading called recruitment – hiring. Research is weighted stronger than teaching. Those two areas are equally important.

Allan: imbalance between research and teaching.

In general, it is important that phd candidates go to other (international) places to network with other researchers and get new ideas. (but flexibility – we also have to be able to fulfill our teaching obligations).

Support system should be mentioned.

There will be no big departmental meeting on strategy.

Allan should take the various inputs from DF meeting and individual responses to the discussion with the Dean for the next revision of the strategy.

3. Budget

Continuous updating on the budget situation. Discussion on how much we have to pay to the university administration.

Predicted outcome lower than expected due to lower "stå"-production

4. Organisation of the department

New interim norm system based on the old ASB system.