

**Date:** 12 December 2019  
**Room:** 2632-242  
**Meeting on:** ECON Departmental Forum Meeting

**Minutes**

**Participants:**

Niels Haldrup (chairman), Sune Lauth Gadegaard (Deputy Chairman), Charlotte Sparrevohn, Karin Vinding, Jonas Nygaard Eriksen, Steen Andersen, Nicola Friederike Maaser, Benjamin Lienggaard, Alexander Overdal Kjærsgaard Marin, Astrid Würtz Rasmussen

**Student members:** Katrine Studsgaard Albrektsen, Bjørn Aagaard

**Excused:** Trine Munk-Olesen, Timo Trimbørn, Christel B. Mortensen

**Moderator:** Sune Lauth Gadegaard

Date: 18 December 2019

**Note taker:** Solveig Nygaard Sørensen

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**Observer:** Anja Zimmerdahl

**1. Approval of the agenda**

The agenda was approved.

**2. Approval of minutes from last meeting (21 August 2019)**

The minutes were approved, however AW wanted to add to the minutes from the previous meeting that she expressed some concern that everyone is being paid for administrative tasks (the lump sum) and that this may not be the best way to pay for those tasks. She sees it as a problem that there are no longer "prices" for quite large administrative tasks besides teaching coordinators and explicit management tasks. In addition, the incentive structure induced by the lump sum payment has been a concern raised in AW's section, LPP.

**3. News from HoD/chairman**

The Head of Department informed about the new Danish Finance Act and explained the consequences and outcome of the new act. Even though the "omprioriteringsbidrag" is cancelled and the "forhøjet taxametertilskud" is continued for the next three years, an internal redistribution of finances at the university leads to a status quo in the finances at the department.

**4. Discussion point according to annual cycle: Vision and strategy based on ECON whitepaper**

The Head of Department explained the background for the strategy paper and the process. The priority points may be adjusted with minor changes. The HoD then pointed out the different topics and explained some of the ongoing work that is included in the paper.

The ECON whitepaper was hereafter discussed amongst the participants and some of the issues that were raised is described below.

#### Dropout rates

It was mentioned that the strategy paper focuses on lowering the first year dropout rates, but that it can be difficult to see how the new norms should be able to support this. HoD answered that there are many details in this topic, but it is important that we get the right students in from the beginning. We also need to identify what causes students to drop out so we can find out the details of what we can do to avoid dropouts. One of the student representatives told from their own experience that they had not properly engaged in the programme applied for and later found that it would make more sense to enrol in a different programme. It was asked whether we could do a survey among the students and compare this to the exact numbers for dropouts. It was also suggested that we might be able to make use of our own resources and knowledge about which students need more help getting started with the study life. In this connection, it was mentioned that there is a shortage of study places and that a lack of rooms makes it difficult to hold study cafes and large group meetings, which are aimed at facilitating new students and getting them well established as students at a university.

#### New norms

This initiated a further discussion about the new norms, but since the topic was planned as the next point on the agenda, the discussion was ended.

#### Various

It was mentioned that the employee recognition is not explicitly mentioned in the strategy paper, which led to a request that the section leaders, in collaboration with the teaching co-ordinators, report back on good teaching evaluations or when an improvement is made.

The HoD and the deputy chairman then rounded up the discussion and invited the members to come up with proposals for items they would like to have on the agenda for future meetings.

### **5. Discussion of the new norm system and its prices**

The Chairman informed that prices have now been set in the new norms document and that the head of sections have held meetings in the sections where the new norm system's prices has been discussed. The new norms will also be discussed in the LSU. The Chairman called for all employees to provide their input.

After that the word was free and the members could ask for different details for further clarification.

One of the issues that was raised was about the norm for how much PhD students should teach, especially in relation to teaching a full course for an entire semester. It was mentioned that it can be difficult to fit into the PhD plan and that it will be more manageable and more instructive for the PhD candidate, to take part in teaching a part of a course in collaboration with a responsible teacher. It was recognized that teaching must be a learning process and sharing the teaching with a senior teacher can be a great way to learn.

It was also mentioned that PhD students may find it difficult to find subjects they can teach and a system was called for, making it easier to see which subjects are relevant to their PhD plan. To this end, it was concluded that it will be a useful tool to include in the PhD planning and that this is something the management team will work on.

Another issue that was raised was that faculty repeatedly call for more transparency in the new system related to the lump sum. It appears to be unclear what degree of detail is required and that it is unclear what one is being rewarded for. Among other things, is for example, how to price a faculty member who always attends seminars. It was also noted that it is constantly mentioned that there must be a fair distribution in relation to how the individual contributes, but that it is difficult for the individual employee to see how this should happen. The HoD replied that it will be the head of sections' job to find the best solutions and highlight the good efforts.

The last thing that was raised was about the sabbatical and how this should be recorded in the future system. It was explained that so far there have been different ways to register this and that in the future there will not be a teaching-free semester after teaching XXX number of semesters. Instead, it is encouraged that faculty go abroad and in collaboration with the head of section make a good research

The Head of Department thanked the many good inputs, all of which will be passed on to the management team and the further work on the implementation of the new norms.

## **6. Information from student members**

There were no comments from the student representatives.

## **7. Miscellaneous**

Meetings for 2020 have been added in the Outlook calendar. DF members were encouraged to update their calendars – especially when the teaching plan for the spring 2020 is ready.

The Deputy Chairman mentioned that the election process for TAP is not described in the local standard rules of procedure. Previously, the election has taken place every odd year



and it was suggested to add this procedure to the rules. This was unanimously approved.  
An election will therefore take place in the Admin section.

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Next meeting takes place 17 February 2020, 13:00-14:00 in 2632-L242.