

Minutes of Departmental Forum Meeting, 4 December 2018

Participants: Niels Haldrup, Sune Lauth Gadegaard, Jan Bentzen, Jonas Nygaard Eriksen, Trine Munk-Olesen, Karin Vinding, Benjamin Liengard, Kasper Selmar Pedersen, Gustav Corty Dam, Anders Clausen, Astrid Würtz Rasmussen, Martin Møller Andreassen, Charlotte Sparrevohn

Excused: Nicolaj Mühlbach

Moderator: Sune Lauth Gadegaard. **Note taker:** Mette Vad Andersen

Agenda:

- **Approval of the agenda**

The agenda was approved.

- **Approval of minutes from last meeting**

The minutes were approved.

Follow up regarding the scheduling of teaching and exams: The HoD referred to the discussions at the faculty management meeting in November concerning the implementation of the principles at the individual departments. The discussions were useful and showed examples that the rules were not always implemented equally. One reason for the differences could be the availability of class rooms across Campus Fuglesangs Allé and the main Campus. We are among the departments that face particular challenges due to lack of class rooms and auditoria, although the new Harvard auditorium might ease the situation a bit. There will be further discussions at coming faculty meetings regarding the principles. There was a widespread wish among the DF members that more flexibility be implemented in the principles; it should be possible for instance to note that a given lecturer is perfectly willing to teach early hours, but not late hours (or vice versa).

- **Information from HoD**

- The budget draft that was discussed at the last DF meeting has been submitted to the AU. The budget included an estimated deficit of 7 mio. DKK for ECON (and a total of 14 mio. DKK for BSS). Recently, the department has been asked to reduce the deficit by approximately 3 mio DKK.
- The HoD noted that the one way to reduce the deficit would be to reduce hirings and refrain from initiating building activities. Also, the job moves may itself help reducing the deficit.
- Information concerning new educations:
The HA/merc.psyk. programme has not been approved by RUVU (The advisory committee for assessment of higher education programmes). The committee has concluded that the need for such an education is already covered by a similar education at CBS, and find that there is insufficient demand for candidates. Also, it was argued that the distinction from the cand.psyk was unclear.

- **Follow up - Hotel Opus in Horsens**

- During the residential meeting at the Hotel Opus in Horsens we discussed both course coordination and the new norm system. Useful and relevant input came up. On the basis of this feedback, the management team will revise the 'course document', which will then be discussed in the sections before implementation. The deadline is 1 June 2019.

A suggestion for a new norm system will be ready during the spring/summer 2019. It will be possible to give feed-back on this in the sections as well. The deadline for implementing the new system is February 2020.

- **Vision for the Department and Faculty**

Discussions based on ECON White Paper.

The following points were presented:

- The section heads will be given more responsibility for identifying academic fields within which we need to hire.
- The gender distribution is skewed in favor of males and has not improved during the last years. It seems that the development goes the wrong way. What can be done to prevent this?
The HoD is aware of the situation and has looked into the statistics from the annual job market based on all applicants, interviewed applicants, fly-outs and the persons to whom the department made a job offer. The HoD points out that the result did not show an alarming picture of any gender bias during the recruitment process. Suggestions for improving the gender distribution included to conduct an analysis of the present requirements for young academics to have a stay abroad, which might be difficult for young women with children. Can we find examples of universities or business schools with a more balanced gender distribution?
- The DF members discussed the various transitions in the career ladder, e.g. the transition from a PhD position to post doc. and lecturer. We may need to focus on these transitions even earlier when recruiting PhDs. It is important to focus on flexibility and to ensure that the department is a family friendly work place, which again led to a discussion of the challenges when coordinating teaching. It might be a challenge to teach mornings and/or evenings with respect to one's family situation.
- The DF members discussed how the department can be more proactive in recruitments and how it can retain good employees.
- We need to discuss the recruitment norms and the requirements for getting tenure and to assess how these rules fit the work/ family balance.
- The gender distribution is also an issue when you look at our education programmes.
- Subsequently, there as a discussion about the drop out rates that are considered too high. To be admitted via Quota 1, a student will need a GPA of 7 from 2020. The criteria for applying via Quota 2 are presently being discussed at AU management level. The changes will be important in relation to our drop-out rates.

- Matching of expectations when recruiting new students. The study environment and the number of study places were discussed as possible solutions to lower the drop-out rate. The profiles of the individual study programmes should be made more clear such that potential students can see the differences across programmes.
- The HoD encourages members of the Departmental Forum to use the ECON White Paper to suggest topics for future agendas.
- **Information from study representatives (HA, cand.merc, Oecon)**
 - A new initiative concerning forced study groups was discussed and both pros and cons were mentioned. The HoD ensured that the initiative will be evaluated over time to see if it works as intended.
 - The students would like to have an improved booking system for study spaces.
- **AOB**