

Minutes of Meeting Equality and Wellbeing Committee meeting Nov 3rd 2022

Participants: Ilias Foskolos, Elizabeth Le Roux, Laura Stidsholt, Marie Djernæs, & Franziska Eller

Invited: Franziska Petra Eller, Clemence Krystel Marie Rose, Elena Annis Pearce, Elizabeth Le Roux, Ilias Foskolos, Jesper Jensen Bjerg, Laura Stidsholt, Mads Kristian Reinholdt Jensen, Marie Djernæs, Nils Risgaard-Petersen, Pil Birkefeldt Møller Pedersen, & Tina Šantl-Temkiv.

AGENDA:

News from NAT Diversity and equality committee:

ABC criteria for hiring Associate and tenure Professors have been changed. It is now less strict, specifically regarding the criteria for being abroad for two years. In the new ABC criteria, it is required to show an external international network either long- or short term. The committee agrees that this is a very good step for the diversity.

A New Professor programme: Supposed to make a better balance between female and male professors, but this is not explicitly included in the programme. Concerns were raised that this might not be an advantage for diversity.

New vice Dean for education and research.

“Nat halvdags-seminar om Nat Arbejdspladskultur“ Seminar 28th of November. Hans Brix, Kai Finster, Annemette Siem, and Franziska Eller is part of a working group to discussing work culture amongst Postdocs and associate Professors. Concerns were raised that some of the most prominent problems such as short-term contracts, and uncertainties of future employment cannot be changed.

Work place culture for younger scientists (Postdocs, Assistant Professors)

Feedback from postdocs from the institutes:

More networking across institutes. Aquatic Biology postdocs are planning an institute-intern conference with social networking and career information aspects.

Am I satisfied with the work I do? A common question.

Uncertainty of future positions, Short employment periods

Extension of the intern review application to other grant types than only the DFF/Marie Curie etc that are supported at the moment.

Options to have part time work.

Mentoring for young scientists especially during the beginning of their supervision of students.

A limitation to how many grants/students a professor can receive in a certain timeperiod. This would avoid exploiting co-supervisors, protect bachelor-, master- and phd students against too busy supervisors, and spread out the grants for more PIs.

The current inflation and economic situation has caused a halt in hiring permanent positions. For now, only people with a grant will be hired, which is a concern for gender and ethnic diversity.

Follow up on the Task Force for On-boarding meetings between supervisors and new positions

NAT half-day seminar for workplace culture:

FE is in taskforce for organisation. It will be held 28.11.22, Hans Brix, Kai Finster, Anne-Mette Siem and FE will participate from the Department. FE will bring forward the suggestions made by the Department's postdocs and Assistant Profs.

Planned department seminar in spring 2023

Cancelled for now.

Other?

Code of Conduct from Computer Science and Geoscience. The committee is in support of such code of conduct at Biology. The committee is of highest support for a modified version of the Geoscience Code of Conduct. Specific wordings were discussed and it was concluded to keep: "Harassment free experience" and drop "accessibility" in the first paragraph. Exchange "trolling" to "bullying". Delete the bullet point on "publishing other peoples private information" since this is already included in the GDPR law. Deleting the "regardless of personal convictions". Deleting the "Representation of the Department may be further defined and clarified by departmental management".

FE will send the modified version to Biology management for further implementation.