

# **Biology Staff Meeting**

2 November 2023

# Agenda

1. Welcome to new faculty members
2. Staff involvement and co-determination
3. News from the Department
4. New website for the Research Committee/funding and status on the reorganisation of support between departments, faculty and the Research Support Office in connection with applications
5. From the secretariat
  - Brief introduction to the new key procedure
  - Short info about transitioning to Onedrive
6. Coffee, cake and networking

# NEW FACULTY MEMBERS

**Senior Researcher:**

Annette Baattrup-Pedersen

Starting date: 1 october 2023

(30% employment)



Expertise in freshwater ecology, in particular stream ecosystems, habitats and species, including processes supporting biodiversity

# NEW FACULTY MEMBERS

Tenure track promotion to Associate Professor

**Ian Marshall**

**1 November 2023**



# Staff Involvement: Two recent reports:



# The University Act of 2003: »from idea to Invoice«

Purpose: to promote growth, welfare and societal development

## **The university as a corporation**

The biggest change in the then new Danish Universities Act was that the universities' supreme decision-making body was abolished. The so-called 'consistory' or senate, which consisted of employee-elected teaching staff, students as well as technical and administrative staff, was replaced by a Board where half of the members were from outside academia, either from the business community or other institutions.



*»The new act removed democracy as a governing principle«*

# DFIR Report

## Main conclusions

1. Universities have established a broadly based culture of knowledge exchange and cooperation with external partners.
2. The democratic culture of universities is being challenged. The University Act allows for staff involvement and co-determination, but it does not guarantee it, and the options available are not adequately utilised.
3. The freedom of researchers to conduct research is under pressure.
4. The autonomy of universities and their financial resilience are being challenged.

# Forums for involvement and influence:

- **Works council:** Purpose to ensure solid and trustful local collaboration for the benefit of solving the core tasks of the workplace and ensuring the well-being of staff
- **Academic council:** Task to express opinions and advise the rector. Is empowered to express its opinions on all academic matters of significant importance to the university's activities and is obliged to discuss those academic matters brought forward by the rector.
- **Board of Studies:** Responsible for ensuring the organization, implementation, and development of study programmes and teaching
- **PhD Committee:** Aims to ensure the influence of students and researchers on
- the PhD programme, including quality assurance
- **Departmental Forum:** Purpose is to involve staff and students in decisions about academic issues at the Department
- **Research Committee:** Forum for strategic discussions of research strategy and knowledge exchange
- **Staff meetings / Section meetings**

## Department survey: [menti.com](https://www.menti.com)

- What is the state of staff involvement and co-determination at university, faculty, department and section level?
- Is there anything that could be better or different?

## News from the Department – condensation plans

- Our proposal for condensation has been accepted.  
The secretariat has moved to 1135
- Renovations/rebuilding may start in week 46?
- Please be patient about the process – eventually work from home
- We will get a better framework for professional and social interactions among staff from different sections

# Economy

## 7221 Nat BIOL Inst. Biologi

ØR3-23 og B2024-27

Versionsdato: 18/9-2023

Realiseret År-Til-Dato: Jan–Aug

HOVEDTABEL (alle delregnskaber)	REAL	ØR3-23	B2024-27	B2024-27	B2024-27	B2024-27
Beløb i 1.000 kr. (løbende priser)	2022	2023	2024	2025	2026	2027
1 Finanslovtilskud	107.853	112.966	113.791	112.893	113.596	111.208
2 Uddannelsestilskud	40.379	42.686	40.942	38.100	37.296	33.593
3 Basisforskning	68.401	71.129	73.658	75.734	77.374	78.824
4 Mynd.kontrakt, Forskning	0	0	0	0	0	0
5 Mynd.kontrakt, Rådgivning	0	0	0	0	0	0
6 Andre finanslovtilskud	-928	-849	-809	-940	-1.074	-1.209
7 Eksterne tilskud	101.686	120.095	112.696	115.136	116.450	118.270
8 Øvrige salgsindtægter	3.497	1.964	1.413	1.453	1.466	1.467
9 Interne bidrag & Rammeflytninger	-48.996	-55.333	-53.227	-55.616	-56.868	-59.330
10 <b>INDTÆGTER FØR INTERNE BIDRAG</b>	<b>213.036</b>	<b>235.024</b>	<b>227.900</b>	<b>229.483</b>	<b>231.512</b>	<b>230.946</b>
11 <b>INDTÆGTER EFTER INTERNE BIDRAG</b>	<b>164.040</b>	<b>179.691</b>	<b>174.673</b>	<b>173.866</b>	<b>174.644</b>	<b>171.616</b>
12 Lønninger	-108.265	-114.565	-116.543	-120.322	-121.417	-124.585
13 Husleje	-22.404	-20.876	-19.453	-19.912	-19.967	-19.281
14 Øvrige driftsomkostninger	-28.550	-39.357	-30.673	-27.962	-28.250	-28.034
15 Driftsomkostninger	-29.280	-40.043	-32.792	-30.133	-31.397	-31.887
16 Internt køb	-7.621	-4.262	-2.712	-2.154	-1.578	-797
17 Internt salg	8.351	4.948	4.831	4.325	4.725	4.650
18 Bench Fee (udg.)	0	-523	-740	-1.500	-1.500	-1.500
19 Bench Fee (indt.)	0	523	740	1.500	1.500	1.500
20 Overheadomk. på bev.	-14.988	-15.989	-16.293	-17.039	-17.210	-17.878
21 Overheadindtægt til inst.	14.988	15.989	16.293	17.039	17.210	17.878
22 Afskrivninger	-3.797	-2.892	-2.722	-2.568	-2.340	-2.235
23 <b>OMKOSTNINGER</b>	<b>-163.016</b>	<b>-177.691</b>	<b>-169.391</b>	<b>-170.764</b>	<b>-171.975</b>	<b>-174.134</b>
24 <b>FINANSIELLE POSTER</b>	<b>-4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
25 <b>RESULTAT</b>	<b>1.019</b>	<b>2.000</b>	<b>5.282</b>	<b>3.102</b>	<b>2.669</b>	<b>-2.518</b>
26 Resultatmål		2.000	5.282	3.102	2.669	2.669
27 Afvigelse til resultatmål		0	0	0	0	-5.188

Demands for improvement

500

1.000

-500

4.200

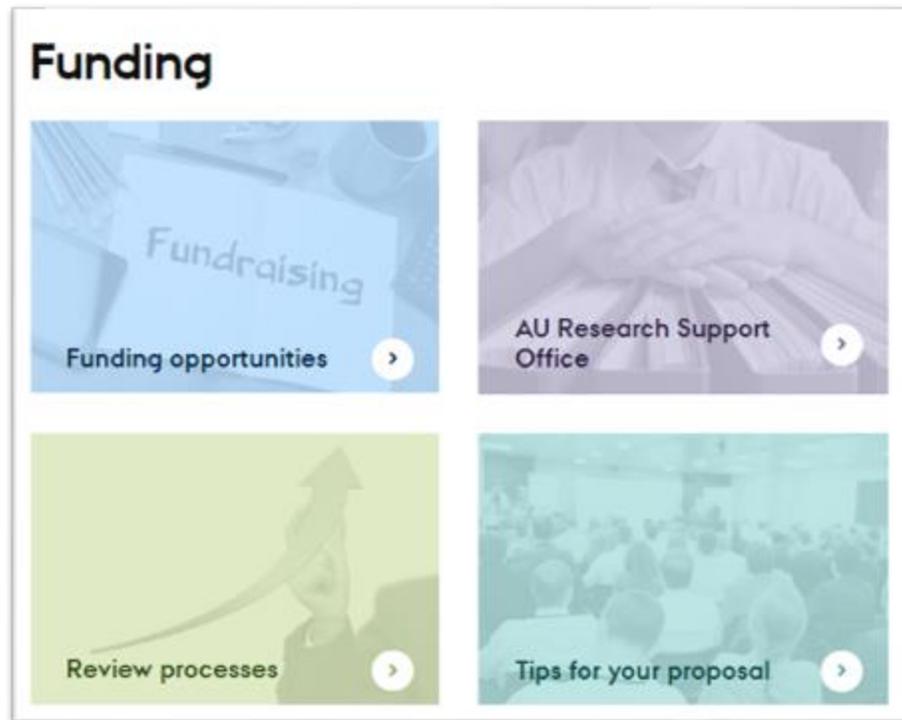
Please let me know about new grants, prizes, achievements, commissions of trust, etc., that I can mention at the next staff meeting



# FUNDING INFORMATION

Funding website for BIO staff:

[AU Biology - Staff – Funding](#)



## Funding opportunities

### Funding overview, incl. deadlines

[Funding overview \(pdf\)](#)

The overview includes the major foundations below:

- › AUFF
- › Carlsberg Foundation
- › DANIDA
- › EMBL/EMBO
- › GUDP
- › Horizon Europe
- › Independent Research Fund Denmark (DFR)
- › Innovation Fund Denmark
- › Novo Nordisk Foundation
- › UFM
- › VILLUM/VELUX Foundation

Starting grants 

For students and PhD Students 

Infrastructure/equipment 

Conferences/workshops 

Mobility/travel 

Foreign public institutions (not EU) 

Entrepreneurship/Innovation 

Foundations for diverse purposes 

Unsolicited applications 

# FUNDING OVERVIEW COMING UP

**Work in progress....** A dynamic overview of funding opportunities

- Filter options on career level.
- Will be published on [bio.staff.au.dk](http://bio.staff.au.dk).
- Updated on a regular basis.

Foundation	Instrument	Amount	Time frame	Deadline	Måned	Career level			Eligibility	
						Postdoc	Starting	Consolidating		Advanced:
Jovo Nordisk Foundation	<a href="#">New Exploratory Research and Discovery (NERD) Programme 2023</a>	DKK 14 million	5-7 years	marts	marts 2024		(S)	C	A	
Lillum Foundation	<a href="#">Experiment</a>	DKK 2 million	2 years	00-03-2024	marts 2024		S	C	A	
Lillum Foundation	<a href="#">Synergy (every year)</a>	DKK 2-20 million	2-5 years	00-03-2024	marts 2024		S	C	A	Tenure faculty
UFF (Independent Research and Denmark)	<a href="#">Research Project 1</a>	DKK 2.2 million	3-4 years	17-04-2024	april 2024		S	C	A	PhD Age min. 3 years
Carlsberg Foundation	<a href="#">Conferences</a>	DKK 80,000	variable	Three months before			S	C	A	

# NEW FUNDING SUPPORT ORGANIZATION 2024

New organisation for funding support at AU (**work-in-progress**): Grant application support for researchers is being restructured

## DEPARTMENT: Research Advisor

- Your go-to person (Maria B. Nielsen)
- Departmental pitch and review processes
- Upcoming calls and deadlines
- **Introductions to funding landscape**
- Individual funding strategies

## NAT FACULTY: Funding Advisors

- Budget templates for most calls
- Assisting with selected calls (eg. NNF)
- Organizing trial interviews
- Two funding advisors (Eva Forsom and xx)

## AU RESEARCH SUPPORT OFFICE: Advisors

Support is limited to:

- Horizon Europe
- Innovation Fund Denmark
- DNRF (Danmarks Grundforskningsfond)
- Read the full list here: [Virkemidler\\_FSE.pdf \(au.dk\)](#).

# CHANGES IN THE SECRETARIAT

- ❖ **New location:** Aquatic Biology, Ole Worms Allé 1, building 1135, 2<sup>nd</sup> floor
- ❖ **New digital key form** [www.bio.staff.au.dk](http://www.bio.staff.au.dk)
- ❖ **New key opening hours** – Tuesdays and Thursdays from 10-12 (physical key handover). Secretariat office hours are the same (Mon-Thur 9-14, Fri 9-13)
- ❖ **New option:** Have your key delivered to your post room
- ❖ **New enquiry offices** – instead of one information office at Biology, the enquiry office will change on week basis. Check the info sign at the entrance to Aquatic Biology. We recommend that you book us for a meeting.

The screenshot shows the 'STAFF.AU.DK' website for the 'DEPARTMENT OF BIOLOGY - STAFF'. The page features a navigation menu on the left with links to 'Organisation', 'Research support', 'HR', 'Procurement and travel', and 'Facilities and services'. A large banner image of a fish is titled 'Department of Biology - Staff website'. Below the banner are several content tiles: 'Organisation' (with a diagram), 'Research support', 'HR' (highlighted with a large yellow arrow), 'Procurement and travel' (with a van image), and 'Facilities and services' (with a van image). On the right side, there are additional links for 'Keys', 'Responsible conduct of research', and 'Holiday'.

# U-DRIVE TO ONEDRIVE

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- ❖ On **07-11-2023**, AU IT will move your files from your personal U drive to OneDrive. The transfer to OneDrive is part of the launch of AU's Microsoft 365 collaboration platform. *Please note that this does not include the O drive (shared drive).*
- ❖ Once the files have been moved to OneDrive, you will no longer be able to access them on the U drive.
- ❖ Pay attention to e-mails from the IT support
- ❖ If questions or need to postpone the migration – contact local it support.

## What is OneDrive?

OneDrive is the place where you store your own personal files. They are stored safely in the cloud, and you **always have access to them from your PC, tablet and mobile and online via office.com**

When necessary, it is easy for you to **share a document with others**. You and the person you have shared the file with can work on a document at the same time, and OneDrive will save all the changes you make.

Introduction and guides: <https://medarbejdere.au.dk/en/administration/it/guides/datastorage/onedrive>

## INTRODUKTION

## ONEDRIVE DESKTOP

Synkroniser til PC

Virker synkroniseringen?

Del dokumenter fra stifinderen ✓

Status på dokumenter

Er dokumentet i OneDrive?

## ONEDRIVE ONLINE

## ONEDRIVE MOBILE

## QUIZ

## Del en fil fra Stifinderen

The screenshot shows the OneDrive desktop application window titled "OneDrive - Fellowmind Denmark". The interface is in Danish. The top menu bar includes "Fil", "Hjem", "Del", and "Vis". The address bar shows the current location: "OneDrive - Fellowmind Denmark". A search bar on the right contains the text "Søg i OneDrive - Fellowmind Denmark".

The main content area is divided into two panes. The left pane shows a navigation sidebar with "Hurtig adgang" (Quick access) and "Fellowmind Denmark". The right pane shows a list of files and folders with columns for "Navn" (Name), "Status", "Ændringsdato" (Last modified), and "Type".

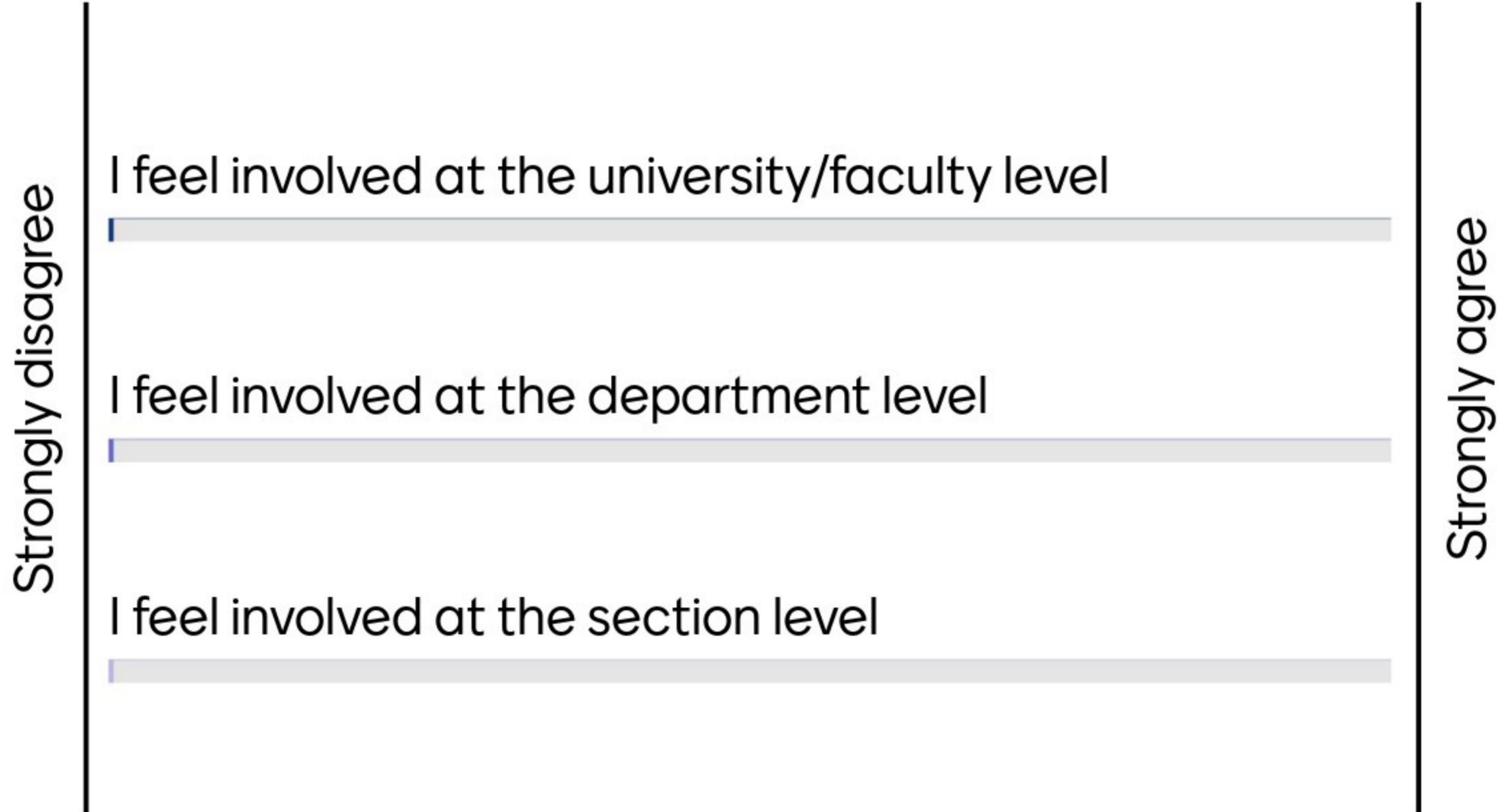
Navn	Status	Ændringsdato	Type
AppData	✓	07-11-2022 07:19	Filmappe
Billeder	☁	19-12-2022 15:00	Filmappe
Dokumenter	✓	19-12-2022 15:00	Filmappe
Skrivebord	✓	21-12-2022 10:40	Filmappe
Noah @ Fellowmind Denmark	✓	11-11-2022 13:03	Internetgenvej
noter fra dagens møde	✓	19-12-2022 13:56	JPG-fil

A blue arrow points to the "OneDrive - Fellowmind Denmark" folder in the left navigation pane. The taskbar at the bottom shows a play button, a volume icon, and a timer set to "0:05 / 0:44".

## Del en fil fra stifinderen



# Staff involvement and co-determination



# Any ideas for improving involvement at university/faculty?

19 responses

No

Workshops

Ask for input where you are willing to listen

No

?

Group people together and increase meeting

Open letterbox on specific subjects

Udvalg/fora skal have større beslutningskraft

Less bureaucracy

# Any ideas for improving involvement at university/faculty?

19 responses

Free up time - already too much to cover

More direct (democratic) influence on decisions

Regular meetings between dean and department staff

Get involved in university/Faculty committees

Look for each person expertise and involve appropriately.

Express opinions to head of department or head of program

To get responses after hearings or other things where you express your opinion. It is nice to know whether or not your input made a difference.

More visits from pro- deans

Getting comfortable with department-level involvement takes time, which is difficult when the majority of staff is temporarily employed

# Any ideas for improving involvement at university/faculty?

19 responses

Maybe send an email around reminding people why is important to participate

4



19



# Any ideas for improving involvement at department/section?

11 responses

Continue communication in English

Involvement in what

Retreat for VIPs from the section at Rønbjerg

Avoid proforma processes

We already have a high degree of involvement.  
Carry on as usual

Information level at department level is as it should be,

No

Der er ikke så langt til involvering på institutniveau som på fakultetsniveau. Det er lettere at føle sig involveret og at være involveret

Giv mere information i god tid og giv større beslutningskompetence til medarbejdere i udvalg

# Any ideas for improving involvement at department/section?

11 responses

Remind people why is important to be active part of it

No

# What do you perceive as barriers to involvement (max 3 keywords)

41 responses



# what would you like to be involved in

33 responses

Decisions

Actual decisions

Rules and regulations

Actual decisions

Party committee

Prioritisation  
Strategy  
Vision

Science & teaching

Science and teaching

Cable Bacteria

# what would you like to be involved in

33 responses

More social things

Social activities

How to make savings

Hiring more VIPs, course development, research freedom

More social activities for the whole department

Matters where there is real possibility for influence

Strategic decisions regarding the department

Information about ongoing projects at AU, Faculty an Department

Social events

# what would you like to be involved in

33 responses

Application support  
Job evaluations

Short meetings with clear agenda.

Things that affect office structure

New vip positions important for the  
research teaching/profile of the  
depth

Decisions that directly influence my  
work

Party committee

The community

Hiring of VIP

Social events

## what would you like to be involved in

33 responses

Skin processes

Safety regulations

Matters with no real influence on decisions made

Meetings without purpose

Stuff that is not involving the department

Management tasks that is not directly influencing strategy and work environment

# what would you like not to be involved in?

13 responses

Savings

Ombyggnings planer

Pseudo-hearings

Party committee

Party planning

Social events

Policy and strategy

Administrative tasks

Ombyggnings planer

2



11



## what would you like not to be involved in?

13 responses

Bureaucracy

Topics and questions that are not negotiable or already decided

Only things relevant for my job

Pseudo involvement where decisions are made beforehand

2



11

