

BIOLOGY STAFF MEETING

10 September 2024

AGENDA

1. Welcome
 1. New faculty member
2. Seminar by Annette-Baatrup Pedersen
3. News from the Department
 1. Results of the Work Place assessment
 2. Master's degree reform and sector dimensioning
 3. Economy
4. Grant applications: New Project Supplement (Maria)
5. Q & A
6. Coffee, cake and networking

NEW FACULTY MEMBER

Tenure track assistant professor

Fabian Daniel Schneider

1 September 2024

Theme leader in Land-Craft:
“Digital Landscape Analyses”



SEMINAR

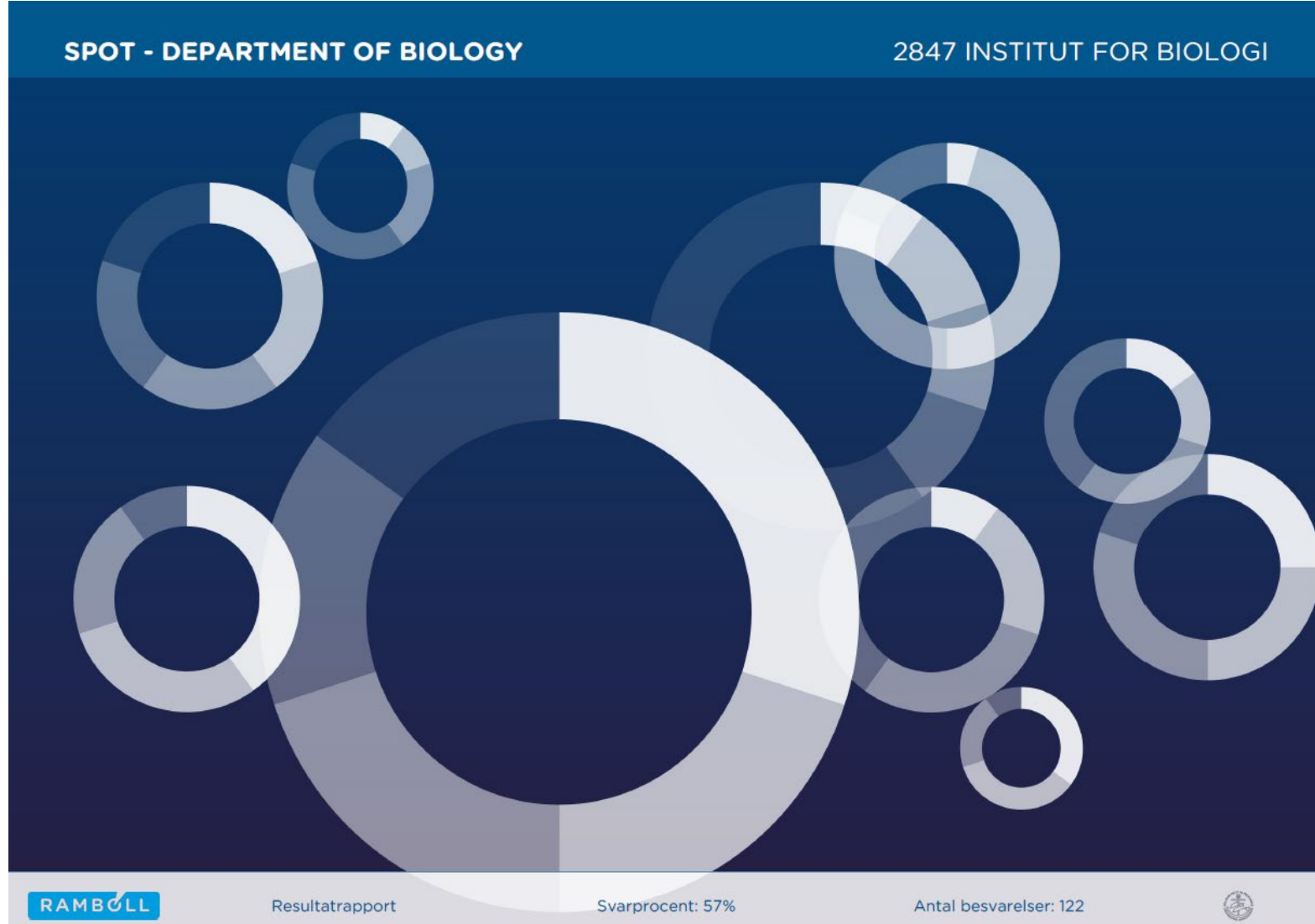
Senior Researcher:

Annette Baattrup-Pedersen

**A MERLIN perspective on
freshwater restoration: A digital
tool to enhance biodiversity
impact**



RESULTS OF THE 'EXTRA' WORK PLACE ASSESSMENT



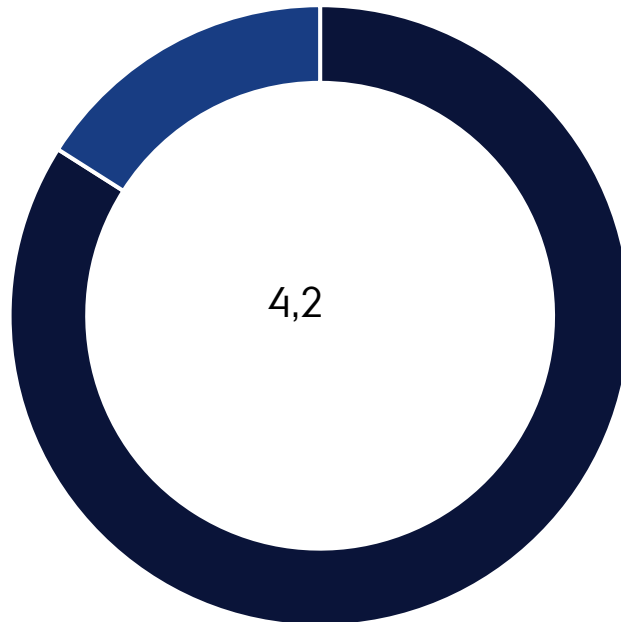
Responses: 122

Response rate: 57%

PSYCHOLOGICAL WPA

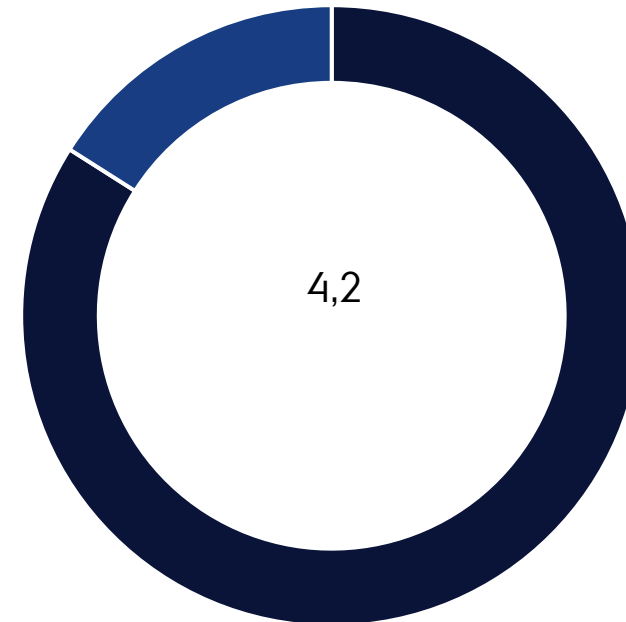
Based on the survey, the employees mark a general high satisfaction and motivation and commitment to with their work.

Overall satisfaction



Development since 2022: +0,1

Motivation and commitment

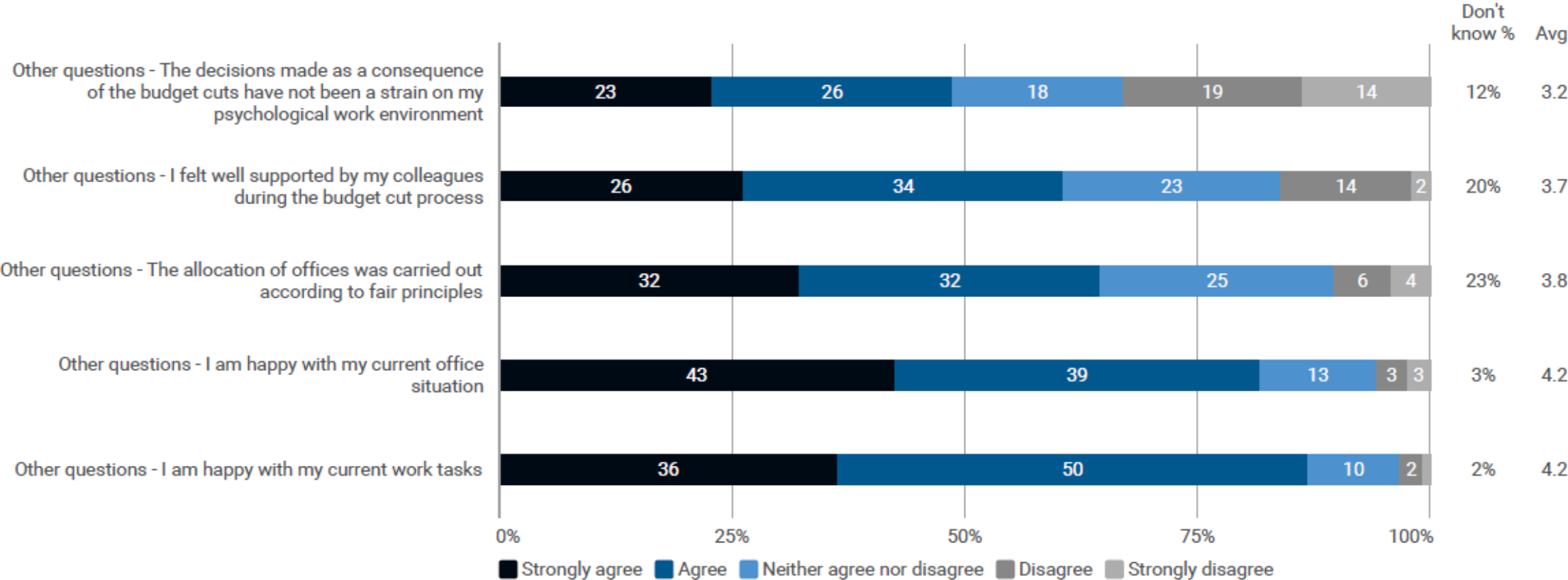


Development since 2022: +0,1

PSYCHOLOGICAL WPA

BUDGET-CUT ROUND

Other questions - psychological WPA



PSYCHOLOGICAL WPA

BUDGET-CUT ROUND

Take aways from the budget cut questions

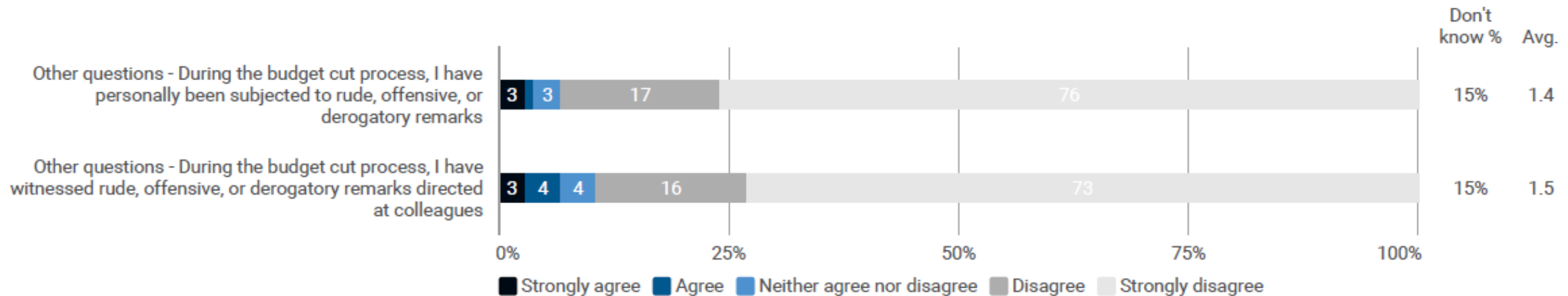
- About half of the respondents have noted that the budget cuts have been a strain on their psychological work environment.
- The employees generally seem content with their current office situation and work tasks.
- Based on the high percentage of work satisfaction, it seems that despite the strain on the psychological environment during the budget cut round, the employees are happy with their current psychological work environment.

OFFENSIVE BEHAVIOR BUDGET-CUT ROUND

Analysis

Very few have personally experienced offensive behavior during the budget cut. A few more have witnessed a colleague subjected to offensive behavior.

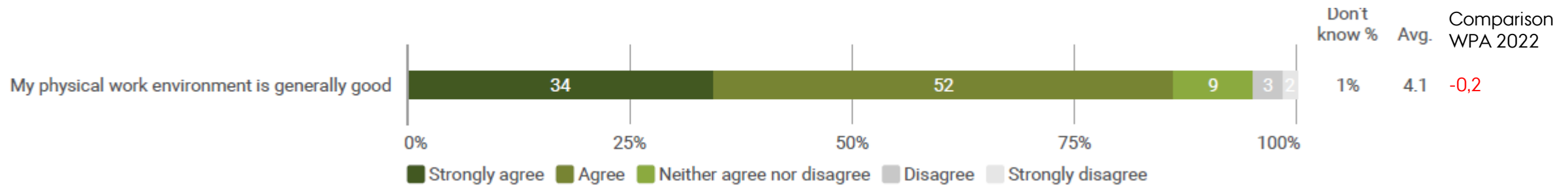
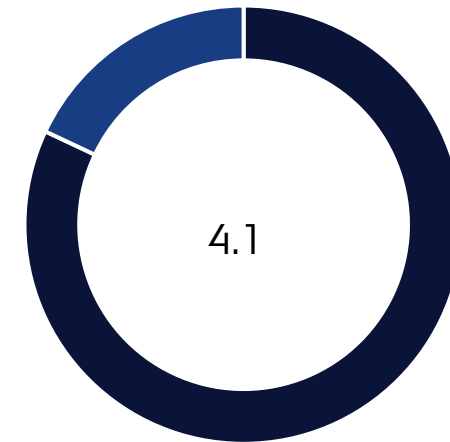
Other questions - offensive behaviour



PHYSICAL WPA

The average of physical work environment satisfaction has declined with **-0,2** points since 2022.

Physical work environment satisfaction 2024



PHYSICAL WPA ANALYSIS

Overall, there a decline in the satisfaction with the physical work environment.

Satisfaction with noise and vibrations has especially declined. In the comment report, many remark that there has been a lot of construction noise in the past year.

Other comments suggest that the new social areas (or removal of social areas) and the densification of people in offices have led to more chatter in the hallways.

Things that were not affected by the budget cut, such as lighting and indoor climate, are rated the same as in 2022.

SUGGESTED IMPROVEMENTS

- Many comments ask for better information in advance about noisy construction.
- Some suggest that the culture around talking in hallways should be addressed.
- Others suggest buying noise-cancelling headphones for employees who feel the need.
- Regarding facilities, many ask for more meeting rooms for online meetings now that more people are sharing offices.

PHYSICAL WPA BUDGET-CUT ROUND

Take aways

Generally, the employees are satisfied with the physical conditions of their office with 4,3/5 answering positively.

Most employees appreciate the new facilities such as the coffee machine and the lunchroom. Half of the respondents think the new facilities have led them to meet new colleagues across sections.

While many answered that meeting/seminar rooms supported their work, many comments suggests that there could be more.

About 10% work more from home after the budget cuts

EDUCATION REFORM

	BA-tilgang gns. 2018- 2022	BA-tilgang 2023	Dimensionering 50 pct. dimittendledighed 50 pct. relativt indtægtstab	Udflytningsaftale Tilvejebringelse af 209 pladser	Udflytningsaftale Tildeling af 209 pladser)	Netto-dimension. ift. tilgang 2018- 2022	I pct. ift. 2018- 2022	Loft for BA-tilgang i 2025
Arts	1.751	1.612	263	50	0	313	17,9%	1.438
BSS	2.233	2.156	160	58	0	218	9,8%	2.015
Health	713	771	13	36	-39	10	1,4%	703
Tech	234	266	8	33	-161	-120	-51,3%	354
Nat	805	732	101	32	-9	124	15,4%	681
I alt	5.736	5.537	545	209	-209	545	9,5%	5.191

- 30% of master's programs become business candidates or one-year candidates (75 ECTS)



ECONOMY:

- Better economy in 2024 and 2025 than forecasted
 - Higher income from teaching
 - Increased volume of externally funded projects
- From 2025 a new model for distributing funding between departments at the faculty
 - Number of PhD-students becomes very important
- Uncertainty concerning the effects of the education reforms



GRANT APPLICATIONS: NEW PROJECT SUPPLEMENT (MARIA)

