Research

Activities	Initiatives	Timeline	Responsible
Continuously enhance the quality and visibility of our publications	SEO (Search Engine Optimization)	2023	Research Committee
	Leadership on publications	2024	Section leaders
	Be more ambitious	2024 (researcher days)	Head of department
Expand the range and size of research funding	Private foundations like NNF, Villum, Bill Gates etc.	2023	Fundraisers
	Identification of funding gaps	2024	Section leaders
	Leadership related to the 8 focus areas on enhancing collaboration	2024	Head of department
Increase visibility and use of our research facilities and capacities	Plan for strengthening research capacity and facilities	2023	Section leaders
	Develop within emerging technologies	2024	Section leaders
	Secure visibility on website	2024	Secretariat
Modernise and upgrade the department's research infrastructure	Plan for strengthening research capacity and facilities	2023	Section leaders
Contribute to the development of living labs supporting the agricultural green transition	Plan for strengthening research capacity and facilities	2023	Section leaders

Policy support

Activities	Initiatives	Timeline	Responsible
Establish broader researcher groups, including junior researchers, in the response to assignments	Systematic involvement of junior researchers in the planning of the projects	2024	Policy support coordinators and department management
Improve the knowledge and skill base of the staff involved in research-based policy support	Policy support course	Continuously	Department management
	Developing a strategy for prioritisation and staffing of areas with less external funding	2024	Section leaders
Strengthen the relationship between research and policy support	Optimize communication with agencies regarding research needs	Continuously	Policy support coordinators
	Annual update of research strategy for thematic areas	Annually	Section leaders
Improve resource planning and management of policy support	Continued focus on appropriate staffing of policy support and creation of improved overview	Annually	Department management
Publish policy support assignments in peer-reviewed international journals	Include junior researcher as resource in the planning phase	Continuously	Policy support coordinators and senior scientific staff

Education

Activities	Initiatives	Timeline	Responsible
Maintain a viable study environment for agrobiology at AU Aarhus	Maintain infrastructure & social activities in Aarhus Joint events for existing and new educations	2024/2025/2026	Education advisor, BYG, SJUS
Develop the BSc in "Plant and Food Science" and a MSc in "Plant Science" at AU Viborg	-Development of courses and curriculum along with continuing education of lectures.	2023/2024	KA (kursusansvarlig), Education advisor
	-Purchase of lab. equipment and remodelling of buildings.	2023/2024	Head of Department, UA
	-New committee for the master education is formed	2023/2024	UA, Head of Department
Develop an inspiring study environment at AU Viborg	-Start-up of a tutor association	2024	Education advisor, secretariat
	-"Rustur"/team building across new and existing educations for the first year	2024	Education advisor, secretariat
Strengthen recruitment of students for our BSc and MSc programmes	- High schools activities targeting different high school studies with topics based on their curriculum.	2024	UA, Education advisor, secretariat
	- Develop and implement recruitment and retention strategies	2024/2025	
	-Events for students and teachers		
Continue our Erasmus Mundus International MSc in Soils and Global Change and develop another Erasmus Mundus International MSc in Agroecology	-Course development -Strategy in relation to moving of the program to AU Viborg	2025/2026/2027/2028	UA, KA
	- Establish contact with consortium	2024	Head of Department, Section leaders

Business collaboration

Activities	Initiatives	Timeline	Responsible
Increase our visibility for potential collaborators through workshops, field days and innovation seminars	Plan for 2-4 initiatives per year and announce in relevant media Separate annual meetings for our main collaborators (AU-Viborg, Flakkebjerg)	Annually	All members in committee
Increase the use of industrial PhD and postdoc projects in collaboration with the industry	Identify industrial partners, make contact, and initiate the application process with department researchers	2024	All members in committee
Compile an inspiration catalogue of industrial collaboration projects for BSc and MSc students	Prepare project descriptions and include in thesis catalogue with input from researchers	Annually	Business committee and education committee
Strengthen the focus on entrepreneurship among BSc, MSc and PhD students with tighter links to industry	Play an active role in the development of the new education in AU-Viborg. Introduce PhD students to the Kitchen	2024-2025	Business committee, education committee and PhD committee
Contribute to the development and use of living labs at farm to landscape scales	Identify projects or applications including living labs, try to match relevant industry partners	2025	All members in committee

Data management

Activities	Initiatives	Timeline	Responsible
Ensure information and training of staff about data management	Development of material that superusers can use to train the users.	Present at next DMC#1, Feb 2024	Jens G. Hansen & Mette Vestergaard Odgaard
	Develop Leaflets and place in coffee corners.	Present at next DMC#1, Feb 2024	Jens G. Hansen & Mette Vestergaard Odgaard
	Small workshops in smaller groups to demonstrate best practices and discuss opportunities and challenges	Present at next DMC#1, Feb 2024	Jens G. Hansen form a group from DMC and superusers
Implement guidelines for adequately addressing GDPR issues in research and policy support	AGRO/ANIVET internal workshop on ERDA/SIF and Dataverse for all relevant researchers and technical-administrative staff (Hands on)	March 2024	Jens G. Hansen, AGRO & Marianne Johansen, ANIVET
	Communication and guidelines for researchers	March 2024	Jens G. Hansen, AGRO & Marianne Johansen, ANIVET
Improve transparent data flows across units within the department	Identify data flows within the department and needs for FAIRification. Case: Drone and Robots data	January to June 2024	DMC, superusers and section leaders
Implement archiving procedures for all data streams	Data Management Committee recommend archiving procedures to the Department leadership.	February 2024	DMC and superusers
	Superusers help researchers implementing the AGRO agreed archiving procedures	April to December 2024	DMC and superusers

Communication

Activities	Initiatives	Timeline	Responsible
Revise the department website for targeted communication to specific stakeholders	Website redesign	Spring 2024	Secretariat + section leaders
	Research infrastructures	2024	Secretariat
	Personal webpages	2023	Secretariat
	Project webpages	2024	Secretariat
	Communication to high schools	2024	Secretariat
	Internal AGRO website	2024	Secretariat
Target the communication of research findings to different end user groups	Arrange instruction in written popular communication	2024	Secretariat
	Arrange media training	2024	Secretariat
	Communication via social media	2024	Researchers
	Offentlige foredrag i naturvidenskab	2024	Researchers
Increase the use of videos from the research process for communication on social media	Short introduction on how to produce videos for SoMe	For the growing season 2024	Secretariat
	More presence on LinkedIn, and secure training of researchers	2024	Secretariat
Organise seminars and workshops for key stakeholders on topical issues	Events for stakeholders and the public	Running	Researchers
	Organise international conferences	Running	Researchers
	Include seminars, workshops and webinars in research applications		

Talent development

Activities	Initiatives	Timeline	Responsible
Improve alignment of expectations between PhD students and supervisors	Introduce mandatory brush-up courses every other year with focus on student-supervisor alignment of expectations. Implement form for agreement on expectations.	2024	PhD committee
	Alignment of expectations form should be uploaded to myPhD as part of the PhD plan.	2024	PhD Students
	Include recommendations for student-supervisor alignment in intro-meetings for new PhD-students.	2024	PhD committee /secretariat
Improve PhD supervision, including sufficient diversity of PhD supervision	Secure that main supervisors have and that co-supervisors have/will attend the GSTS supervisor courses.	2025	PhD committee
	PhD committee will bring forward a suggestion on how to monitor whether all supervisors attend supervisor courses.	2024	PhD committee
	Implement a "growth layer"-recommendation for supervision, i.e., focus on appointing junior researchers as co-supervisors.	2024	PhD committee, head of department
	Include description of roles of the main- and co-supervisor, respectively in the alignment of expectations/letter of supervision.	2024	Supervisors
Strengthen and support young researcher networks in the department and beyond	Stimulate formation of visible scientific teams within each section. Important to include new members of the section (journal clubs and lunch seminars)	2024	Senior scientific staff
Broaden the range of PhD courses organised by the different sections	Implement an "at least one PhD-course per section every/second year"-rule (include TT in the planning)	2024	PhD committee and Section heads
	More visible information on the possibility to make PhD courses	2024	PhD committee and Section heads

Career and competence development

Activities	Initiatives	Timeline	Responsible
Implement structured career plans and dialogues with all junior scientific staff	Alignment of expectations at start (Postdoc, Assist. Prof.)	2023	Section leader, supervisor (secretariat)
	Career guidance	2023	Section leader (MUS)
	Annual follow-up for TT	2024	Head of department (2 peers)
	Mentoring	2023	Section leader (MUS)
	Support for research funding	2024	Fund raisers
Strengthen visibility and transparency in the announcement of permanent positions	Announce recruitment plans internally	2023	Secretariat
Strengthen the recruitment of qualified staff, focusing on talent and diversity through multiple measures, including use of search committees	Guidance for search committee	2024	Head of department, deanship
	Attractive website	2024	Secretariat
Improve understanding of the barriers to careers at AGRO through structured exit interviews	Exit interviews with all exiting staff	2024	Head of department (senior VIP)
			Section leaders (all other staff)
			Secretariate book interviews
Develop and strengthen the competences of technical and administrative staff in support of the department's core tasks	Encourage competence development	2023	Section leaders etc (MUS)
	Annual department meetings with room for technical + admin. Staff	2024	Head of department
	Organise specific sources for tech staff	2024	Section leaders

Working environment

Activities	Initiatives	Timeline	Responsible
Strengthen leadership to support the working environment, both physical and mental	Cross-cultural, wellbeing workshops	Continuing	LAMU, LSU
Strengthen supervision and project group involvement for junior scientific staff	Journal clubs	2024	Section leaders (lead by younger researchers)
Improve onboarding of new staff, in particular for new staff from abroad	Onboarding meetings 4 times per year at AU Viborg and AU Flakkebjerg	2023	Secretariat
Increase a good feedback culture within and among staff for their work	Workshop		

Diversity and gender equality

Activities	Initiatives	Timeline	Responsible
Set specific targets and associated measures for increasing gender diversity at all levels of academic and leadership positions	Implement specific gender balance goals for each type of staff category implemented through recruitment and retainment. 40% of the staff in each type of employment should consist of the underrepresented gender.	Initiate in 2024, fully implemented in 2028	Management
	Encourage participation in AU leadership programmes	Initiate in 2024	Management (D&G committee can be consultants)
	Focus on gender aspects in annual career development talks	2024	Section leaders, senior scientific staff
Implement measures for advocating equality, diversity and inclusion to improve respectful interactions among staff groups	Cultivate an inclusive work environment where everyone's culture is respected, and our diversity appreciated through specific training.	2023 and onwards	Management + everybody in the department
	Danish work culture should be the norm. Work/life balance should be part of the alignment of expectations in onboarding process.	2023 and onwards	Management should facilitate.
Increase recruitment of female scientific staff at senior positions through identifying and removing barriers for attracting and retaining female candidates	Identify barriers for attracting female candidates at senior levels.	2024	D&G committee
	Establish academic mentorship programmes and have female role models at all levels.	2024 and onwards	Management and D&G committee
	Request that all staff take a test of unconscious bias or similar self-assessment tests.	2024 – and at regular intervals	Management and D&G committee
Increase visibility of the department as an attractive working place for people of different cultural backgrounds and genders	Successes should be celebrated.	2024 and onwards	Sections to inform the secretariate.
	Explore the current visibility of gender on the website and in news	2024	D&G committee