

AGRO institutmøde

9. april 2024

AGRO department meeting

9 April 2024



Økonomi

- Vores strategi virker
- Vi tiltrækker forskningsmidler og øget basisforskning, og vi bliver kompenseret for reducerede midler til myndighedsopgaver
- Vi tiltrækker også dygtige nye medarbejdere
- Vores økonomi vokser:
 - 2023: 10%
 - 2024: 19%
- Medarbejderantallet vokser:
 - 2023: 15%
 - 2024: 15%
- Institutledelsen ser på hvordan dette kan understøttes med fysiske faciliteter og organisering

Economy

- Our strategy works
- We attract research funds and increased basic funding, and we are compensated for reduced financing for the policy support
- We attract skilled new staff
- Our economy grows:
 - 2023: 10%
 - 2024: 19%
- Our staff number grows:
 - 2023: 15%
 - 2024: 15%
- The department management is considering how this can be supported by facilities and organisation

ReAp

- Husk at få ReAp opdateret i forbindelse med indsendelse af forskningsansøgninger
- Endvidere skal I huske at få det opdateret efter svar fra fonden
- Dette gælder også for bevillinger, der ikke involverer fondsansøgninger
- ReAp data vil blive brugt i forbindelse med den internationale forskningsevaluering, som AGRO skal have i efteråret 2025

ReAp

- Remember to update ReAp in connection with submitting research applications
- Furthermore, please remember to update after answer from the foundation
- This also applies to funds not involving research applications
- ReAp data will be used in connection with the international research evaluation. AGRO will have the evaluation in Autumn 2025

Kørsel i køretøjer udlånt af NT Bygningsdrift

- Fra og med 2. kvartal 2024 vil prisen pr. kørt kilometer blive sænket fra 4,50 kr. til 3,00 kr.

Driving in vehicles borrowed from NT Bygningsdrift

- From the second quarter of 2024, the price per driven kilometer will be lowered from DKK 4.50 to DKK 3.00

Personale

- **Særlige feriedage:** Husk at registrere særlige feriedage til afvikling inden 30. april 2024
- **Lønforhandling:** Vi har modtaget 79 ønsker om lønforbedring

Staff

- **Special holidays:** Remember to register your special holidays before 30 April 2024
- **Salary negotiation:** We have received 79 applications about salary improvement

Timeframe	Task	Responsible / participants
01-02-2024	Send out information mail to all employees	Department management
1-25. February	Application period	Employees
Week 4	Salary data to Department management and Union representatives	HR
Week 4	Inform LSU about schedule and amount framework	Department management
Week 11	List of applicants to Department management and Union representatives	HR
March	Discussion in management about salary improvements 2024	Department management
1/4-2/6	Negotiation with Unions	Department management (Jørgen, Birgit) and HR (Dorte)

Notatpligt og journalisering af referater fra møder

- På baggrund af aktindsigt med risiko for uklarhed om armlængde indskræpes det at være opmærksom på:
 - Vi har notatpligt i den forskningsbaserede rådgivning
 - Der skal altid tages referat af møder med eksterne sammenhænge

ALT omkring aftaler skal journaliseres i WorkZone

Obligation to take notes and filing of minutes from meetings

- Based on public access to documents with the risk of ambiguity about arm's length, it is intensified to pay attention to:
 - We are required to take notes in the research-based advice
 - Minutes must always be taken of meetings with external contexts

EVERYTHING about agreements must be filed in WorkZone

Status på uddannelse

- To studienævn på Tech for henholdsvis Ingeniører og Fødevarer og Veterinær
- Der vil fremover være tre udvalg til uddannelsesområdet
 - Uddannelsesudvalg for Plante- og Fødevarevidenskab på AU-Viborg
 - Vi bibeholder uddannelsesudvalg for Agrobiologi i Aarhus
 - Undervisningsudvalg i AGRO
- Der arbejdes i øjeblikket med indkøb af materialer og udstyr til laboratorieudstyr
- Vi arbejder på at få etableret et Student Farm (Future Crop) tæt på undervisningsfaciliteter
- Der afholdes et informationsmøde omkring bygninger og indretning af disse 8. maj 2024
- Interessentmøde om uddannelser 7. maj 2024

Status on education

- Two study boards at Tech for Engineers and Food and Veterinary respectively
- In future, there will be three committees for the education area
 - Education Committee for Plant and Food Science at AU-Viborg
 - We retain education committee for Agrobiology in Aarhus
 - Teaching committee in AGRO
- We are currently working on the purchase of materials and equipment for laboratory
- We are working to establish a Student Farm (Future Crop) close to teaching facilities
- Information meeting will be held about the buildings and their furnishing on 8 May 2024
- Stakeholder meeting on educations on 7 May 2024



PERSONAL WEBPAGE

The screenshot shows a personal webpage for Jørgen Eivind Olesen. At the top, there is a navigation bar with the Aarhus University logo and menu items: Education, Research, Life in Denmark, Collaboration, and About AU. Below the navigation bar, the name "Jørgen Eivind Olesen" is displayed, along with his title "Head of Department, Professor" and "Department of Agroecology". A "CONTACT INFORMATION" section lists his phone number (+45 40 82 16 59), email (jeo@agro.au.dk), and location (Tjele, 8814-3081). A "Selected publications" section features four article cards, each with a title, authors, and journal information. The first card is partially visible, showing "Challenges of accounting nitrous oxide emissions from agricultural residues". The second card is "Change Trend and Attribution Analysis of Reference Evapotranspiration under Climate Change in the Northern China" by Guo, D. +5. The third card is "Effects of exogenous organic/inorganic nitrogen addition on carbon pool distribution and transformation in grassland soil" by Wang, M. +5. The fourth card is "Evaluation of MSWX gridded data for modeling of wheat performance across Iran" by Araghi, A. +2. The page footer includes the Aarhus University logo, a "Projects" button, and a URL: <https://pure.au.dk/portal/en/publications/0b4e533d-fc5d-4acc-8d43-c4aed68853>.

STAFF AU.DK

DEPARTMENT OF AGROECOLOGY – STAFF

Dansk

IT, web and photos	AGRO Employee	GDPR at work	Organisation and committees
Field experiments	Application / project management	Filekeeping in AGRO	Policy support
Analysis unit and research lab	Employment and guest stays	PhD students	Conduct and freedom of research

NEWS from AGRO
New VIVE report raises concerns
 22 March 2024 - Agro
 Read about the report here, and what you can do, if you experience offensive behavior

Full support from the management
 22 March 2024 - Agro
 "The harsh tone costs – and everyone loses," writes vice dean Ole Hernd about the recent debate on academic freedom, and how several researchers have...

The harsh tone comes at a cost – and everyone loses
 22 March 2024 - Agro
 The university newspaper Omnibus has, in the past two weeks, provided space for a debate on academic freedom. A researcher at the Department of Animal...

The new personal websites are ready for editing

NEWS from the management
News from our degree programmes
 04 April 2024 - News from the management
 Status for the current degree programmes.
 The course evaluations for E2g were good and in line with the average evaluation for all degree programmes...

A new spring threatens
 21 March 2024 - News from the management
 Last year, spring work in the fields dragged on because of a lot of water in the soil. It is the same this year. We have many trials where new suction...

Implementation of FAIR data management in Agro
 08 March 2024 - News from the management
 At AGRO we have a Data

Calendar
Themeday - Agriculture and Greenhouse Gas Emissions
 11 APR Thursday 11 April 2024, at 09:00
 There is a considerable potential in the agricultural sector to act as a part of the solution to the climate change challenge instead of merely being...

Information Meeting 2024: Villum Young Investigator
 23 APR Tuesday 23 April 2024, at 12:30
 The session will be available live and online and is open to both researchers from the faculties of technical and natural sciences. There is room for...

The XXII International N Workshop 2024
 17 JUN 5 days, Monday 17 June 2024, at 10:00 - 21 June
 How do we reconcile the need for sufficient N inputs to ensure crop productivity and human

AU Viborg

Tools

Forms

Social sites

Find tools, guidelines and services

AGRO's external home page

Klowlhat can you do? - Use energy wisely

<https://agro.medarbejdere.au.dk/en/>

DEPARTMENT MEETING 9 APRIL 2024 | JØRGEN EIVIND OLESEN HEAD OF DEPARTMENT, PROFESSOR

Birgit S. Langvad

AU-id: AU223080

- Profilindstillinger
- Skift adgangskode
- Redigér din hjemmeside
- Ferie og fravær

[>] Log ud



NEW PERSONAL WEBPAGE

medarbejdere.au.dk

Birgit S.

Redigér din personlige hjemmeside

Se din personlige AU-hjemmeside

Dansk Engelsk

Birgit S. Langvad
 Sekretariatsleder
 Institut for Agroøkologi
 Sekretariat, AGRO Foulum

FAKTOBLÅDER

KONTAKTINFO

Research

Teaching activities

Collaborations

Consultancy

DEPARTMENT MEETING 9 APRIL 2024



LINK FOR FURTHER INFORMATION ON WEBPAGE

WoS, Scopus og Google Scholar link must be manually put in via PURE

<https://pure.au.dk/admin/workspace/personal/overview/>

Personlig Identifikation

Fornavn(e) Jørgen Ervind Efternavn * Olesen

Nationalitet Danmark

Navnevarianter Jørgen E Olesen **kendt som navn** Rediger -

Titel Professor **Akademisk grad** Rediger -

Id 96178 **Medarbejder id** Rediger + ↻

7202911656 **Scopus forfatter-id** Rediger + + -

57203030850 **Scopus forfatter-id** Rediger + -

ORCID **orcid.org/0000-0002-6639-1273** **Ikke autentificeret** Rediger -

Autentificer dit ORCID ID

Profilbilleder **web_j_rgen_E_Olesen_JR_1539red.jpg** **upload** Vis Rediger -

Links **https://www.scopus.com/authid/detailLuri?authorId=7202911656** Vis Rediger -

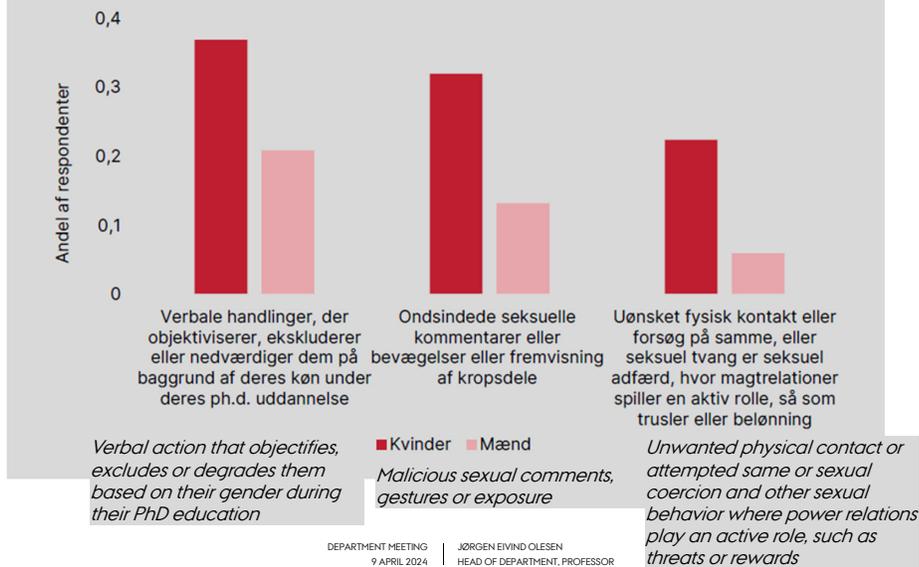
VIVE-rapport

- Et kvantitativt og kvalitativt studie af ph.d.-studerendes sexismeoplevelser og fastholdelse af forskerkarrierer
- Baseret på data fra ph.d.-studerende, der påbegyndte en uddannelse mellem 2010 og 2018
- 15.040 personer spurgt. 34,5% af disse besvarede spørgeskemaet

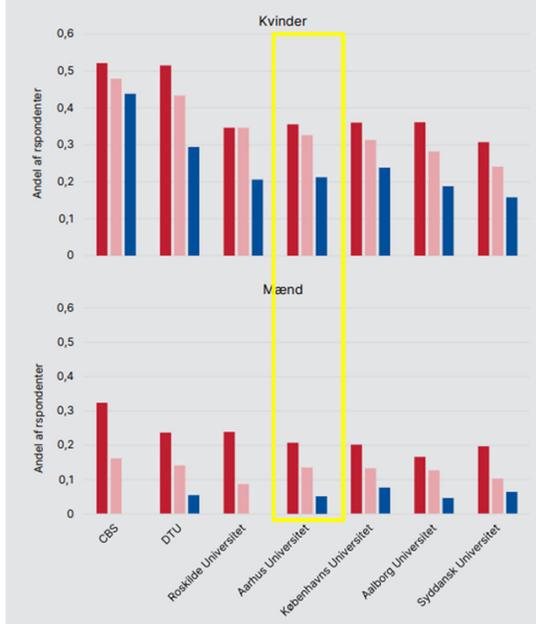
VIVE report

- Quantitative and qualitative study of PhD students' experiences of sexism and retention in research careers in Denmark
- Based on data from PhD students that started their study between 2010 and 2018
- 15,040 persons asked. 34.5% of these answered the questionnaire

Figur 1. Andelen af respondenter, der har oplevet mindst en sexistisk hændelse i løbet af deres ph.d.-uddannelse fordelt på type af hændelse



Figur 2.11 Oplevelser med sexistiske hændelser på tværs af institutioner



Experiences with sexist incidents across institutions

- Kønsnedværdigende adfærd
Gender degrading behaviour
- Seksualiseret nedværdigende adfærd
Sexualized degrading behavior
- Uønsket fysisk kontakt og tvang
Unwanted physical contact and coercion

Konklusioner fra rapporten

- Arbejdspladser med lav andel af kvindelige fastansatte har flere sexistiske hændelser
- Sexistiske hændelser har betydning for mental sundhed
- Kvindelige ph.d.-studerende fastholdes i mindre grad på universiteterne
- De kvindelige ph.d.-studerende oplever fire hovedformer for sexisme
 - Hverdagssexisme
 - Velmenende sexisme
 - Kønsbaseret forskelsbehandling
 - Fjendtlig sexisme og sexchikane
- De kvindelige ph.d.-studerende håndterer sexisme med både offensive og resignerende strategier



Conclusions from the report

- Workplaces with a low percentage of permanent female employees have more sexist incidents
- Sexist incidents have an impact on mental health
- Female PhD students are retained at the universities to a lesser extent
- The female PhD students experience four main forms of sexism
 - Everyday sexism
 - Well-intentioned sexism
 - Gender-based discrimination
 - Hostile sexism and sexual harassment
- The female PhD students deal with sexism with both offensive and resigned strategies

Hvad har betydning for kvindelige ph.d.-studerende i deres fremtidsovervejelser?

- Arbejdsmiljø
- Løn
- Ansættelsesforhold
- Mobilitetskrav: krav om udlandsophold i forbindelse med postdocs
- Krav, prestige og frihed



What is important for female PhD students in their future considerations?

- Work environment
- Salary
- Employment conditions
- Mobility requirements: requirements for stays abroad in connection with postdocs
- Requirements, prestige and freedom

Hvad gør du, hvis du oplever noget i AGRO?

- Du kan gå direkte til institutlederen og fortælle, hvad du har oplevet
- Snak med din egen leder om det
- Du kan tage fat i en af repræsentanterne for det lokale samarbejdsudvalg ([LSU](#))
- Du kan tage en snak med en af medlemmerne i vores [ph.d.-komité](#)
- Snak med din vejleder eller en kollega om det, og få dem til at hjælpe med at gå til ledelsen

<https://medarbejdere.au.dk/administration/hr/politikkerogstrategier>

What do you do if you experience something in AGRO?

- You can go directly to the head of the department and inform of your experience.
- Talk to your own manager about it.
- You can contact one of the representatives of the Liaison Committee ([LSU](#)).
- You can talk to one of the members of our [PhD Committee](#).
- Talk to your supervisor or a colleague about it and ask them to help bring it to the attention of management.

<https://medarbejdere.au.dk/en/administration/hr/policies>



Strategi opfølgning

- Handleplaner blev udarbejdet i 2023 og disse vil blive fulgt op i de næste måneder
 - Forskning
 - Myndighedsrådgivning
 - Uddannelser
 - Erhvervssamarbejde
 - Data management
 - Kommunikation
 - Talentudvikling
 - Karriere- og kompetenceudvikling
 - Arbejdsmiljø
 - Diversitet og ligestilling

Strategy follow-up

- Action plans were developed in 2023 and they will be followed up over the next months
 - Research
 - Policy support
 - Education
 - Business collaboration
 - Data management
 - Communication
 - Talent development
 - Career and competence development
 - Working environment
 - Diversity and equality



AGRO dage 28-29. oktober 2024 i Herning

- Alle ansatte er inviteret
- Gruppe som planlægger dagene:

AGRO days 28-29 October 2024 in Herning

- All employees are invited
- Group to plan the days:

Sektion	Navn
CGB	Sara Miller
CROP	Takashi Tanaka
PATENT	Enoch Narh Kudjordjie
JORD	Ameesh Khatkar
JORNÆR	Winnie Ntinyari
KLIMA	Johannes Wilhelmus Maria Pullens
SYSTEM	Mette Vestergaard Odgaard
Land-CRAFT	Moritz Gehlmann
MARK-Askov	Camilla Toft Kaskholt
MARK-Flakkebjerg	Verner Lindberg
MARK-Foulum	Kathrine Øster Høstgaard
Lab-Flakkebjerg	Ellen Jørgensen
Lab-Foulum	Margit Paulsen
STAB	Anna Dorthe Østergaard Karina Rysholt Christensen Bodil Hjarvard



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