

AGRO institutmøde

10. oktober 2024

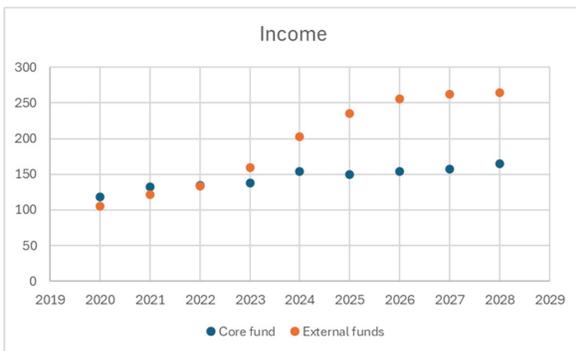
AGRO department meeting

10 October 2024



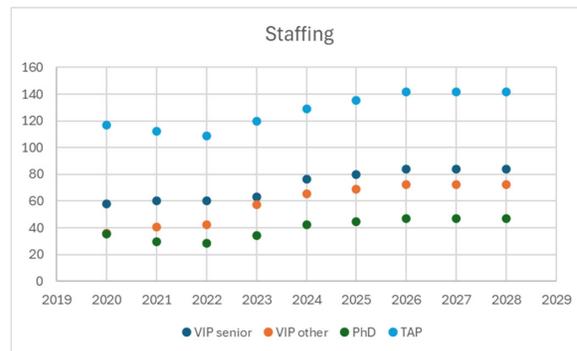
Økonomi

- Solid økonomi i AGRO
- Der afholdes møder mellem institutleder og sektionsleder omkring bemandedning i november



Economy

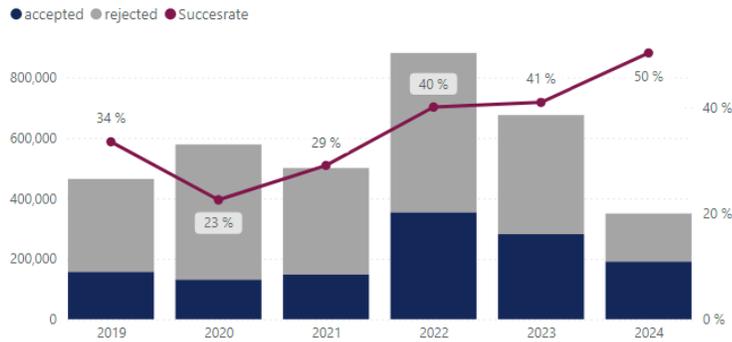
- Solid economy in the department
- Meetings will be held between the head of department and the head of section regarding staffing in November



ReAp

- ReAp bruges til at sikre overblik over ansøgninger
- Husk at opdatere ReAp

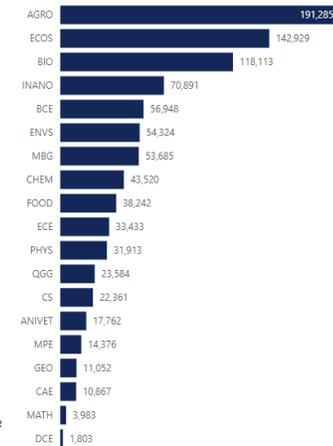
Ansøgninger fordelt på år (beløb)



ReAp

- ReAp is used for overview of applications
- Remember to update ReAp

Bevilliget beløb (alle institutter)



NORMER FOR DET DAGLIGE ARBEJDSLIV

Normerne for det daglige arbejdsliv på Aarhus Universitet er, at universitetet og alle ansatte:

- Respekterer og understøtter ytringsfrihed og forskningsfrihed
- Bidrager til at skabe åbenhed, tillid og rettidig kommunikation på alle niveauer
- Har god ledelse og gode kollegiale relationer i hverdagen
- Respekterer balancen mellem arbejds- og privatliv
- Bidrager til et sammenhængende og samarbejdende universitet
- Udviser gensidig respekt og ordentlighed
- Værdsetter mangfoldighed blandt kolleger
- Prioriterer personlig og faglig udvikling

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

NORMS FOR DAILY WORKING LIFE

The norms for daily working life at AU are that the university and all its employees:

- Respect and support freedom of speech and freedom of research
- Contribute to creating openness, trust and timely communication at all levels
- Experience good management and good relations with colleagues in their daily work
- Respect the balance between work and private life
- Contribute to a cohesive, collaborative university
- Demonstrate mutual respect and decency
- Value diversity among colleagues
- Prioritise personal and professional development

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



Arbejdstid

- Videnskabeligt personale og personer med ledelsesansvar er fritaget for registrering af komme/gå-tider
- Alle andre (TAP og AC-TAP) skal registrere komme/gå-tider
- Registreringen skal ske fra 1. juli 2024
- Skema: 2024 brug det I bruger nu, inden 2025 vil der blive meldt ud hvilket vi bruger fremover
- Der arbejdes på en løsning, hvor kun medarbejder og leder kan se skemaet
- HUSK
 - Al fravær skal fortsat registreres i mitHR
 - Projektidsregistrering skal fortsat ske uanset ansættelseskategori

Working hours

- Academic staff and persons with management responsibilities are exempt from registration of coming/going hours
- Everyone else (TAP and AC-TAP) must register coming/going hours
- Registration must take place from 1 July 2024
- Template: 2024 use what you use today, and before 2025 it will be announced which we use in the future
- We are working on a solution where only the employee and manager can see the form
- REMEMBER
 - All absences must continue to be registered in mitHR
 - Registration of project time must continue to take place regardless of employment category

International evaluering

- **Hvad:** Vi skal evaluere på hvor godt det går for instituttet kollektivt med henblik på at gøre os stærkere fremadrettet.
- **Hvorfor:** For dels at gøre status og dels at lede efter potentialer til forbedring og nye udviklingsområder.
- **Hvordan:** Vi laver en selv-evalueringsrapport (20-30 sider), der beskriver vores forskning samt myndighedsbetjening.
- **Hvornår:**
 - Selv evaluering (April-juli 2025)
 - Eksternt panel besøg (Oktober 2025)
 - Afsluttende møde med panelet (December 2025)

International evaluation

- **What:** We evaluate and take stock of the collective effort in the department with the intention of establishing a forward-looking perspective.
- **Why:** To take stock of current research activities and assess the viability of research priorities.
- **How:** We write a self-evaluation report (20-30 pages) on department level focusing on our research and science-based policy advising.
- **When:**
 - Self-evaluation (Apr.-Jul 2025)
 - External panel visit (Oct. 2025)
 - Concluding meeting (Dec. 25)

MedarbejderUdviklingsSamtaler

- Vi starter på MUS efter 20. oktober 2024
- GRUS gennemføres i starten af 2025
- Medarbejdere der er fyldt 60 år skal i forbindelse med MUS have tilbud om drøftelse af seniorperspektiver. Emner kunne være:
 - Arbejdstid
 - Særlige arbejdsopgaver, fx overdragelse af viden og erfaring til andre kolleger
 - Arbejdsområde
 - Fritagelse for opgaver
 - Nye faglige udfordringer

Staff Development Dialogue

- We start SDDs after 20 October 2024
- GRUS will be implemented in early 2025
- Employees who have reached the age of 60 must be offered a discussion of senior perspectives in connection with their SDD. Topics could be:
 - Working hours
 - Special tasks, e.g. transfer of knowledge and experience to other colleagues
 - Workload
 - Exemption from tasks
 - New professional challenges

Undervisningsportefølje

- I forbindelse med MUS vil der for det videnskabelige personale (ikke PhD studerende) blive kigget på undervisningsportefølje. Det kan være:
 - Undervisning på vores bachelor- og kandidatkurser
 - Undervisning på ph.d. kurser
 - Supervision af ph.d.-studerende
- Der vil forud for MUS blive udsendt materiale til VIP til udarbejdelse af et baggrundsdokument for undervisningsporteføljen

Teaching portfolio

- In connection with SDDs with the scientific staff (not PhD students) we will look at the teaching portfolio. It can be:
 - Teaching on our bachelor and master courses
 - Teaching at PhD courses
 - Supervision of PhD students
- Material will be circulated to the scientific staff prior to SDD for writing a background document on the teaching portfolio

Karrieresamtale for yngre forskere

Karriereudviklingsprojektet på AU er forankret i:

- **Stillingsstrukturen**
"AU skal synliggøre karrierespæktiver for sit videnskabelige personale, især dem i midlertidige stillinger. Det sker gennem løbende diskussioner om karriereveje både inden for og uden for universitetet for den enkelte medarbejder"
- **AU's Strategi 2025**
Styrkelse af forskerkarriereudvikling og tidligere karriereafklaring
- **Handlingsplanen for ligestilling, mangfoldighed og inklusion 2023-25**
 - Systematiske karrierediskussioner
 - Målet er at sikre, at karrierediskussioner finder sted på tværs af alle jobkategorier, så medarbejderne kan træffe informerede beslutninger om deres egen karriere

Career discussion for young researchers

The career development project at AU is anchored in:

- **The Academic Position Structure**
"AU must make career perspectives visible for its scientific staff, particularly those in temporary positions. This is achieved through ongoing discussions about career paths both within and outside the university for each employee"
- **The AU Strategy 2025**
Strengthening researcher career development and earlier career clarification
- **The Action Plan for Gender Equality, Diversity, and Inclusion 2023-25**
 - Systematic career discussions
 - The aim is to ensure that career discussions occur across all job categories, enabling employees to make informed decisions regarding their own careers

Nye regler for ph.d.-studerende som skal udenlands

På grund af en ny Ansættelsesbevislov er det et krav, at der udfyldes en formular, før du tager til udlandet, hvis:

- Du har en kandidatgrad og er ansat som ph.d.-stipendiat ved AU og
- Du skal til udlandet i mere end 4 sammenhængende uger

Den nye procedure træder i kraft nu og gælder for alle ophold, der finder sted fra i dag og frem.

Det kan have ansættelsesmæssige konsekvenser, hvis den ikke udfyldes, så sørg for at gøre det for at undgå problemer.

Formularen og mere information kan findes på GSTS's webside [Going abroad as a PhD student at Graduate School of Technical Science \(au.dk\)](#)

New rules for employed PhD students going abroad

Due to a new employment contract law, it is a requirement that a form is filled out before going abroad if:

- You have a MSc and are employed as a PhD fellow at AU and
- You are going abroad for more than 4 consecutive weeks

The new procedure is effective from now and applies to all stays that takes places from today and onwards.

It may have employment consequences if it is not filled, so please make sure to do it to avoid any problems.

The form and more information can be found at GSTS's webpage [Going abroad as a PhD student at Graduate School of Technical Science \(au.dk\)](#)

Forskningsfrihed og ansvarlig forskningspraksis

- AU værner om både universitetets og den enkeltes forskningsfrihed og kræver, at forskere med tilknytning til Aarhus Universitet lever op til ansvarlig forskningspraksis
 - [planlægning](#),
 - [udførelse](#),
 - [dataadministration](#),
 - [publikation](#) og
 - [formidling](#)

Research freedom and responsible research practices

- AU works to ensure that research is conducted responsibly and to safeguard the freedom of research of the university and the individual researcher in different ways
 - [planning](#),
 - [execution](#),
 - [data management](#),
 - [publication](#) and
 - [dissemination](#)

Status på uddannelse AU-Viborg

- Ansøgning om en international (engelsk) BSc uddannelse er indsendt til Uddannelses- og Forskningsministeriet
- Studiepraktik på Plante- og Fødevarer videnskab d. 24.- 25 oktober
- "Studerende for en dag" – et nyt rekrutteringstiltag frem mod kvote 2
- Kontakt sekretariatsleder Ida Thoft Jensen eller uddannelsesansvarlig Bo Vangsø Iversen i stedet for at adressere de studerende direkte i forbindelse kritik, så som støj osv.

Status on education on AU-Viborg

- Application for an international (English) BSc education has been submitted to the Ministry of Education and Research
- Student internship at Plant and Food Science on 24-25 October
- "Students for a day" - a new recruitment initiative
- Contact head of secretariat Ida Thoft Jensen or head education Bo Vangsø Iversen instead of addressing the students directly in connection with criticism, such as noise, etc.



KOM MED PÅ FORMIDLINGSKURSUS

- "Bliv bedre til at formidle din forskning" er designet til forskere, der ønsker at skærpe deres skriftlige formidlingsevne.
- Afholdes i AU Viborg d. 30. oktober og AU Roskilde 21. november
- Første kursus er på dansk – engelsk udbydes senere
- Der er i alt 15 pladser (for hvert sted) – tilmeld ved at sende en mail til Jeppe Kyhne Knudsen
- Læs mere på intranettet

COMMUNICATION COURSE

- "Improve Your Research Communication Skills" is designed for researchers who want to sharpen their written communication abilities.
- Held at AU Viborg on 30 October and AU Roskilde on 21 November
- The first course is in Danish – English will be offered later.
- There are a total of 15 spots (at each event) – register by sending an email to Jeppe Kyhne Knudsen.
- Read more on the intranet.

Kommende møder

Upcoming events

AU Flakkebjerg 10 October 2024: Welcome meeting for new employees

AU Viborg 21 October 2024: Welcome meeting for new employees

AU Viborg 30 October 2024: [Bliv bedre til at formidle din forskning: et kursus for forskere](#) (in Danish)

AU 8000C 31 October 2024: Meeting for our new colleagues in Aarhus (SESS and ABD)

AU Viborg 28 November 2024: [AGRO Funding Day 2024 - AU Viborg](#)

AU Viborg 3 December 2024: Precision agriculture seminar at AGRO

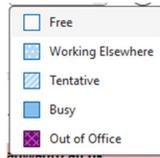
AU Flakkebjerg 11 December 2024: [AGRO Funding Day 2024 - AU Flakkebjerg](#)

AU Flakkebjerg 23 April 2025: The plant as a climate tool, seminar at AGRO

AU8000C 2025: [AGRO Funding Day](#)

Outlook kalender – hvis du vælger en hel dag

Make sure you have marked the right category

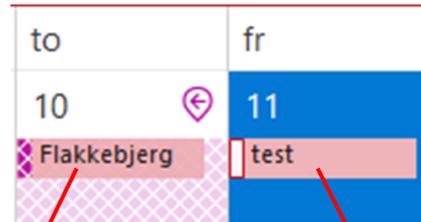


Outlook calendar – if you choose a whole day

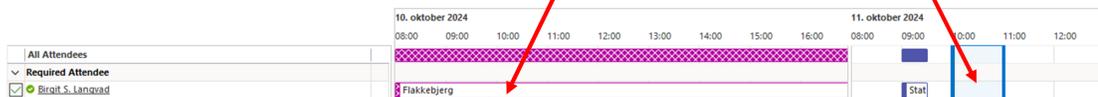
Correct



Wrong



How does it look for the meeting planner



LAD SEKTIONSKOORDINATOREN VÆRE EDITOR I DIN KALENDER

Hvis du bliver syg, eller vil have administrationens hjælp til at arrangere et møde

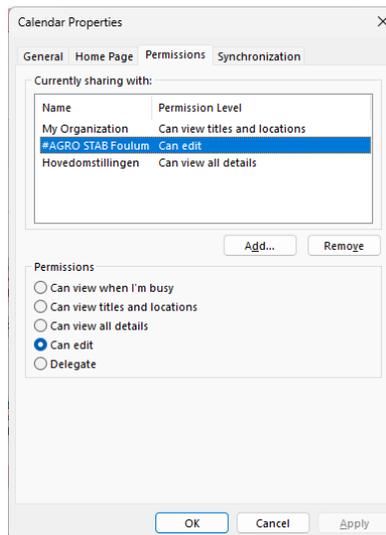
- Højreklik på den farvede kalenderbjælke
- Vælg Egenskaber
- Vælg fanen Tilladelser

Calendar - langvad@agro.au.dk

LET THE RESEARCH GROUP COORDINATOR BE AN EDITOR IN YOUR CALENDAR

If you get sick or want the administration to help arrange a meeting

- Right click on the colored calendar bar
- Choose Properties
- Choose the Permissions tab



#AGRO STAB Flakkebjerg
#AGRO STAB Foulum

AGRO dage 28-29. oktober 2024 i Herning

- Alle ansatte er inviteret (for sent at tilmelde sig)
- Gruppe som planlægger dagene:

AGRO days 28-29 October 2024 in Herning

- All employees are invited (too late to sign up)
- 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

AGRO days 28-29 October 2024 in Herning

DAY 1		Responsible
10:00 – 10:30	Coffee & rundstykker	All
10:30 – 11:00	Welcome & state of affairs	Jørgen E. Olesen
11:00 – 12:30	Get to know your colleagues and your carbon footprint	Bodil / Karina Andreas Stounbjerg
12:30 – 13:30	Lunch	All
13:30 – 15:00	Success stories from the sections	JEO All sections
15:00 – 16:00	Action plans from the AGRO Strategy	Bodil Committee members
16:00 – 16:30	Coffee	All
16:30 – 18:00	Collaboration within the department	JEO / Margit / NN
18:00 – 19:30	Check in at hotel	All
19:30 – 20:30	Dinner	All
20:30 – 21:00	Quiz	Winnie / Ameesh / Sara

AGRO days 28-29 October 2024 in Herning

DAY 2		Responsible
08:30 – 10:00	AI – Artificial Intelligence – what does it mean for us	Isabella / Jens G./Diba
10:00 – 10:30	Coffee break	
10:30 – 12:45	PARALLEL SESSIONS	
	Scientists: <ul style="list-style-type: none"> • New research staff in the department • Collaborative activities within AGRO themes • Data management (FAIR) 	Jeroen / JEO
	Technicians: <ul style="list-style-type: none"> • Standard procedures in the field • Use of drones, robots, and GPS solutions in field trials 	Hans
	Lab technicians: <ul style="list-style-type: none"> • Chemical risk assessment • Organisation of the lab groups 	Anne-Pia Larsen/ Louise Rasmussen/ Karin Dyrberg
	Secretariate: <ul style="list-style-type: none"> • Organisation in the secretariate 	Karina / Bodil / Ida
12:45 – 13:00	Wrap up and goodbye – with a lunch bag to-go!	Jørgen E. Olesen



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