

ECOSCIENCE DEPARTMENT MEETING 16 SEPTEMBER 2022

DAGSORDEN 16. SEPTEMBER 2022

AGENDA 16 SEPTEMBER 2022

-
- Indledning
 - Økonomi
 - Indflytning og reovering
 - Fremtiden

- Introduction
- Economy
- Moving in and renovation
- Future

INDLEDNING

- For meget fokus økonomi, krise & opstramning
- Samtidig fylder indflytning og renovering
- Håb om mere tid til faglig fordybelse

INTRODUCTION

- Too much focus on economy, crisis and control
- And at the same time moving in & renovation take focus
- Hope for more time for immersion and development

ØKONOMI

- God økonomi forudsætning for eksistens & udvikling
- Leveret virkelig flot i 2022; omsætning øget betydeligt i forhold til 2021
- Tegner til at nå målsætning, men kræver fastholdt fremdrift; forventer ikke udvikling som i 2021
- Projektstyring styrket og det gør en forskel
- Fortsat udfordring med fordeling af opgaver; blevet bedre men forbedring mulig
- I 3. økonomisk status (ØR3) indmeldes, at vi når målsætningen
- Øgede energiomkostninger en udfordring & medført kvalificeret ansættelsesstop

ECONOMY

- Good economy basis for existence & development
- Performed really well in 2022; turnover increased considerably compared with 2021
- Seems to reach financial goal, but demands keeping momentum; do not expect situation like in 2021
- Project management improved as this makes a difference
- Still a challenge concerning distribution of tasks; getting better but with room for improvement
- In economic status 3 (ØR3), we will claim to reach goal
- Increased energy costs a challenge & led to qualified stop for hiring

INDFLYTNING OG RENOVERING

- Indflytning fra Kalø og Silkeborg har kostet & koster kræfter; kæmpe indsats & sidstnævnte ikke afsluttet
- Kalø til 1110 i marts og TERI til 1120 i maj; etableret godt i gode bygninger, kontorer og fælles rum
- Nye måder at sidde sammen skaber ny energi både internt og mellem sektioner
- Godt nok dårligt inde før vinduesrenovering påbegyndt i 1110, men takles flot – imponeret over tålmodighed

MOVING IN AND RENOVATION

- Moving in from Kalø and Silkeborg has demanded and still takes energy & and latter not completed
- Kalø to 1110 in March and TERI to 1120 in May; settled well in good buildings, offices and shared rooms
- New constallations generate new energy both internally and between sections
- Hardly moved in before window renovation started in 1110, but handled impressively – impressed with your patients

INDFLYTNING OG RENOVERING

- Sidste indflytning fra Silkeborg nærmer sig; udfordringen på laboratoriesiden
- I Roskilde er Pavillonen ryddet og sektion for Havpattedyr flyttet ikke en men to gange
- Renovering desværre sat i stå og pt uvist hvornår vi kommer videre; UNILAB midler er der fortsat men konflikt med Bygningsstyrelsen

MOVING IN AND RENOVATION

- Last move in from Silkeborg approaching; challenge on the laboratory part
- In Roskilde the Pavillon emptied and Marin Mamal section moved not one time but twice
- Renovation stalled and unknown when reinitiated; the UNILAB funds are still available but there is a conflict with the Building Agency

FREMTIDEN

- Forandringer på vej med ny DCE direktør (Vibeke Westergaard konstitueret) og ny prodekan for myndighedsbetjening; servicetjek af myndighedsbetjeningsområdet
- Ny HR IT system (MitHR) og skift fra tidsregistrering til tidsallokering (Helene siger mere efter mit indlæg)

FUTURE

- Changes on their way with new DCE director (Vibeke Westergaard constituted) and vice dean for consultancy; service check of public sector consultancy
- New HR IT system (MitHR) and change from time registration to time allocation (Helene will tell more about this after my presentation)

FREMTIDEN

- Fremtiden tegner som altid lidt blandet
- Den dystre side er de stigende energiomkostninger, som medført kvalificeret ansættelsesstop
- Ikke meget godt ved krigen i Ukraine og medfølgende energikrise, men skubbet til grøn omstilling, som ligger ECOS medarbejdere meget på sinde
- Tak for mange virkelig gode forslag til energibesparelser; der arbejdes på sagen

FUTURE

- As always, a mixture of dark & white a head of us
- On the dark side is the increasing energy costs that have led to qualified hiring stop
- Not much good to say about the war in Ukraine and the associated energy crises, but it has pushed to the green transition which is high on agenda of ECOS staff
- Thanks for the many excellent suggestions regarding energy saving; activities are ongoing

FREMTIDEN

- Jeg har imidlertid også mange positive forventninger til fremtiden
- Synergi og mere fællesskabsfølelse i staben som nu er samlet i Aarhus
- Samfundet har brug for vores viden; dækker natur & biodiversitet på land og i ferske og marine recipienter, og vi dækker ydermere det arktiske område
- I møder med styrelser, organisationer og samarbejdspartnere nyder ECOS respekt og jeg bestyrkes i at vores ekspertise efterspørges

FUTURE

- I have, however, also lots of positive expectations to the future
- Synergies and sense of community among staff united in Aarhus
- Society needs our knowledge; cover nature and biodiversity on land and in fresh water and marine recipients, and we cover furthermore the Arctic area
- In meetings with agencies, organisations and cooperation partners, ECOS is respected and I am ensured that our expertise is needed & requested

FREMTIDEN

- Der er stigende behov for vores vidensbaserede rådgivning;
- DK har forpligtet sig til en grøn omstilling med udvikling og implementering af mere grøn energi – biogas, solceller og vindmøller som påvirker natur og miljø
- DK har en stor landbrugsproduktion som er pladskrævende og forurenende; mindre belastende fødevarer krævet
- Klimacændringerne påvirker følsom natur og biodiversitet ikke mindst i arktis

FUTURE

- There is an increasing need for our knowledge based advisory;
- DK has committed to a green transition with development and installation of more renewable energy – biogas, solar panels and wind turbines that affect nature and environment
- DK has a large agricultural production that demands space and pollute; less affecting food products needed.
- Climate change affects vulnerable nature and biodiversity – not at least in the Arctic

FREMTIDEN

- Vi har både faglig dybde og bredde, men vi kan ikke møde disse udfordringer alene; det fordrer samarbejde
- Vi har imponerende succes med EU projekter som deltagere men også med koordinerende funktion; deltog i opstartsmøde for MAMBO i går på ARoS
- Vi har flotte forskningscentre med stort samarbejde: SESS, center for marine naturgenopretning, nyt vadehavscenter, samarbejdsprojekter omkring tangproduktion og brug af insekter og vi er med i EEAs nye Topic center for biodiversitet
- Og så skal vi ikke glemme det interne AU samarbejde med Biologi, landbrugs- og Ingeniørinstitutterne

FUTURE

- We have both scientific depth and width, but we cannot meet the challenges alone; this demands cooperation
- We have impressive success with EU projects as participants but also as coordinators; took part in kick-off meeting in MAMBO yesterday at ARoS
- We have impressive research centres with broad cooperation; SESS, Center for Marine Nature Recovery, new Wadden Sea center, cooperation projects around production of macro algae and insects and we are members of the new EEA topic center for biodiversity
- And not to forget the internal AU cooperation with Biology, and the Agricultural and Engineering departments

FREMTIDEN

- Der er meget der tegner lovende for fremtiden, men der er også mange udfordringer; udfordringer der kun kan løses i fællesskab mellem ledelse og medarbejdere
- Jeg ser frem til samarbejdet og til at møde jer i Aarhus og Roskilde

FUTURE

- There are many promising prospects for the future, but also many challenges that only can be solved in close collaboration between management and staff
- I am looking forward to the collaboration and to meeting you in Aarhus and Roskilde

TRANSITION FROM TIME REGISTRATION TO TIME ALLOCATION

The university management has decided that time registration is not generally desired at AU. It challenges the way of working at a research-intensive university.

Instead, as a general rule, time allocation must be used.

TRANSITION FROM TIME REGISTRATION TO TIME ALLOCATION

- This means changes especially for us at TECH. The change will take place from the turn of the year, when Promark will be closed and the new system MitHR will be phased in.
- Time should still be registered on projects where external grant givers require it (in new OTL module to MitHR)
<50% of our projects, not the framework contracts.
- Working time balance/flex is no longer requested for all employees. Where specifically required– e.g. for TAP staff - it will be recorded in Excel

TRANSITION FROM TIME REGISTRATION TO TIME ALLOCATION

We have spent 2022 refreshing the procedures around project management and status. Therefore, this will be a significant change that will require new procedures and a changed mindset.

We focus on

- informing and supporting the Heads of section who have to manage in a very different way
- information for employees, especially project managers, who have to go through a cultural change
- Training and support for the secretariat