

Mødedato: 21. april 2021 kl. 16.15-18.30

Mødested: Virtuelt via Zoom

Mødeemne: 2. møde i Nat Akademisk Råd 2021

Deltagere: Tobias Wang (TWA/BIOL) - formand, Kristian Pedersen (KP/Nat dekan), Andreas Basse-O'Connor (ABOC/MATH), Bo Brummerstedt Iversen (BBI/CHEM), Ditlev Egeskov Brodersen (DEB/MBG), Jaco van de Pol (JPO/CS), Michael Drewsen (MD/PHYS), Ole Rønø Clausen (ORC/GEO), Rikke Louise Meyer (RLM/iNANO+BiRC), Camilla Lønborg Nielsen (CLN/ph.d.-stud.), Line Marie Christiansen (LMC/ph.d.-stud.), Maja Lermark Schøn (MLS/stud.), Emil Ellegaard Thomasen (stud./suppleant for Victoria Roose Winkel), Maria Blach Nielsen (MBN/BIOL-TAP), Katrine Vasegaard (KV/PHYS-TAP), Simon Møller Christensen (SMC/CS-TAP), Marianne F. Løyche (MFL/Nat DKN), Niels Damgaard Hansen (NDH/ADM)

Afbud: Jes Enok Steinmüller (JES/stud.), Victoria Roose Winkel (VRW/stud.)

Referent: Astrid R. Klingen (ARK/Nat DKN)

Gæster til punkt 2: Daniel Otzen (DO/formand for Nat ligestillingsudvalg), Ata Jalili Marand (AJM/repræsentant for Junior Researcher Association), Catherine Williams (CW/repræsentant for Junior Researcher Association), Chiara de Notaris (CDN/repræsentant for Junior Researcher Association), Marcela Alejandra Mendoza Suarez (MAMS/repræsentant for Junior Researcher Association), Tingting Wang (TTW/repræsentant for Junior Researcher Association), Brigitte So-Young Anh (RSA/Nat DKN)

Udkast til referat

1. Velkomst og godkendelse af dagsorden og referat (bilag)

Dagsorden og referat fra ekstraordinært møde d. 2. marts 2021 blev godkendt.

2. Diversity and gender equality

TW indledte ved at byde gæsterne velkommen. KP præsenterede "Statistics concerning gender equality at NAT, and lessons learnt from Gender Equality Conference" (se bilag).

DO, formand for fakultetets ligestillingsudvalg, præsenterede udvalget, og sine tanker om udvalgets arbejde. Han fremhævede, at udvalget har et bredt mandat og kan bl.a. inspirere til debat om ligestilling og diversitet og være med til at sikre udveksling af ideer og initiativer til fremme af diversitet og ligestilling (se endvidere bilag).

Repræsentanter for Junior Researcher Association var inviteret med til at deltage i drøftelserne i rådet og CDN (president, Junior Researcher Association) holdt et oplæg om "Active listening and the importance of integrating different perspectives" (se bilag).

Derefter delte rådet sig op i fem diskussionsgrupper for at udveksle både erfaringer ("good and bad practice") og fremadrettede ideer ("how to make progress"). Tilbage i plenum opsummerede en talsperson hver hovedpointerne fra diskussionsgrupperne:

- Fokuser på de karrieretrin, hvor der er størst frafald af kvinder (fra temporære til faste stillinger)
- Exit-interviews kan øge forståelse for, hvorfor der fravælges en karriere indenfor academia



- Bedre kommunikation vedr. krav til udenlandsophold (det er uklart om det er et absolut krav)
- Mere tydelig kommunikation omkring krav for fastansættelse, fx igennem anonymiserede cv'er af succesfulde kandidater
- Gør søgekomitéer til et krav og vær tydelig omkring forventningerne til komitéerne
- Øge transparens ifm. støtte til at søge ekstern finansiering (fx Villum Young Investigator)
- Øge transparens ifm. udpegelse til komitéer og udvalg (fx ligestillingsudvalg)
- Bedre repræsentation af temporær ansatte VIP'er i nævn og udvalg
- Arbejde med at reducere ubevidst bias
- Formaliser networking og mentoring
- Proaktiv support af kvinder i de uformelle processer, som evt. munder i et stillingsopslag
- Bedre kommunikation før og efter endt barsel
- Bedre kommunikation af tiltag allerede sat i værk, fx konferencesupport og dual career measures
- Return grants efter barsel – brug eksterne tilbud eller universitetets egne midler

TW afrundede ved at takke alle deltagere for livlig diskussion og gode inputs, og opfordrede til at tage diskussionen videre med dekanatet, ligestillingsudvalg og på kommende AR-møder.

3. Orientering om sag vedr. Nature-artikel

KP orienterede om nyt i sag vedr. Nature-artikel: Der er fremkommet nye kritikpunkter om god forskningspraksis, som har været forelagt fakultetets rådgiver for ansvarlig forskningspraksis og forskningsfrihed. Rådgiverne anbefalede, at de nye kritikpunkter blev forelagt Praksisudvalget til vurdering. Sagen er derfor indbragt for Praksisudvalget og pt. afventes udvalgets behandling af sagen. KP anerkendte at sagen er belastende for de involverede.

Det blev fremført, at det er noget uklart, hvilken rolle praksisudvalget har og hvad er rollen i forhold til ledelsen på AU samt hvilke sanktioner der tages på baggrund af udvalgets udtalelser. Der mangler noget transparens.

Rådet besluttede at tage dette op til drøftelse på næste møde i rådet. Medlemmer af praksisudvalget vil blive inviteret til at komme til mødet i rådet og fortælle om arbejdet i praksisudvalget.

4. Indstillinger til praksisudvalget (bilag)

TW indledte ved at orientere om processen: Rektor har bedt Akademisk Råd på NAT indstille to medlemmer til praksisudvalg for udpegelsesperioden 1. september 2021 – 31. august 2024. NATs nuværende repræsentanter er Karl Anker Jørgensen (CHEM) og Susanne Bødker (CS). Begge er udpeget til 31. august 2021 og kan genudpeges.

Rådet drøftede de indkomne forslag og blev enige om at indstille Susanne Bødker (genudpegelse) og Kristian Hvidtfelt Nielsen (som dermed ville rykke op fra suppleant til

medlem). Michael Møller Hansen indstilles som ny suppleant efter Kristian Hvidtfeldt Nielsen for perioden 1. september 2021 til 31. december 2022.

Rådet drøftede desuden, at det kunne gavne praksisudvalgets arbejde at begrænse medlemmernes mulighed for at blive genudpeget, fx ved ikke at tillade et medlemskab i mere end to udpegelsesperioder i træk.

5. Rapport fra kvartalsmøde med rektor

TW orienterede kort om kvartalsmødet mellem rådsformændene og rektor d. 26. marts, hvor der bl.a. stod økonomi, ligestillingskonferencen og AUs klimastrategi på dagsorden.

Han opfordrede medlemmerne af rådet til at komme med forslag til punkter, der kunne drøftes på møderne med rektor hen over året, og foreslog at dette blev gjort til et fast dagsordenspunkt på rådets møder. KP tilføjede, at han også gerne modtager input til drøftelser i universitetsledelsen fra rådet.

6. Orientering om status for genåbning af campus

KP orienterer om status for genåbning. Målet er at åbne så meget som muligt, uden at gå på kompromis med trygheden. NDH fortalte, at man er godt på vej med at få etableret testcentre på NATs forskellige arbejdssteder (ved Matematisk Kantine, på Katrinebjerg og ved Dales café). Han opfordrede alle til at følge med på AUs corona-hjemmeside, som løbende opdateres i henhold til de politiske beslutninger og aftaler for universitetssektoren.

7. Ph.d.-grader siden sidst (bilag)

TW oplyste, at der er tildelt 16 ph.d.-grader siden sidst. Rådet tog dette til efterretning, der var ingen kommentarer.

8. Meddelelser

- a. Endelig hørings svar ang. strategiudkast (bilag)

9. Eventuelt

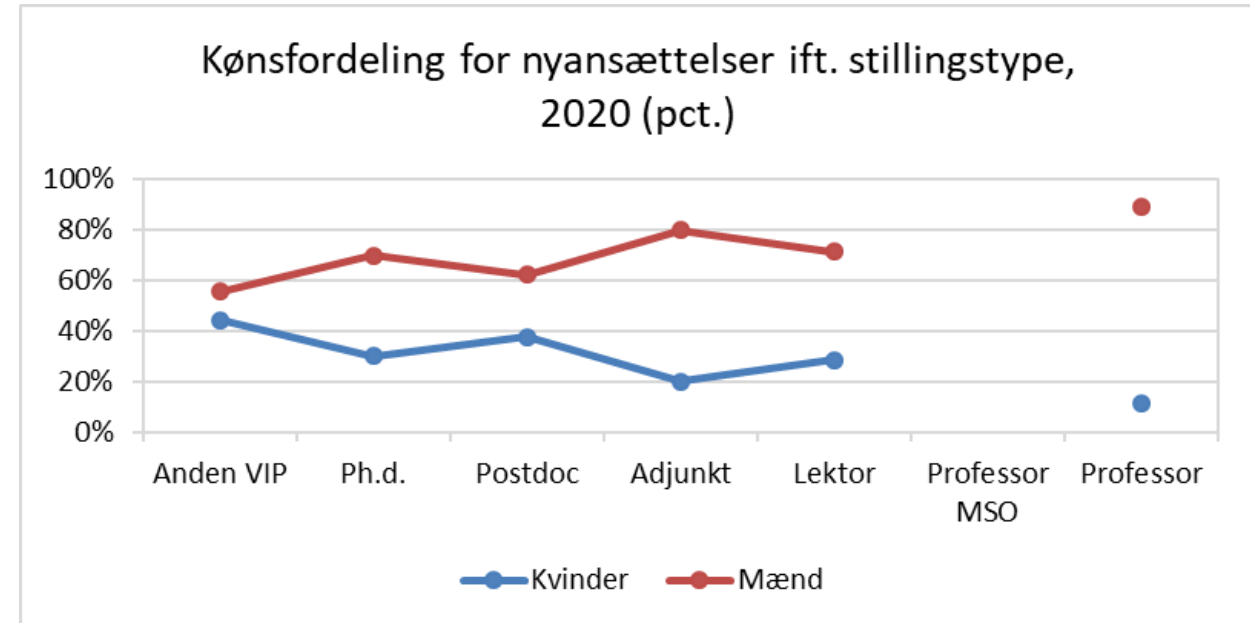
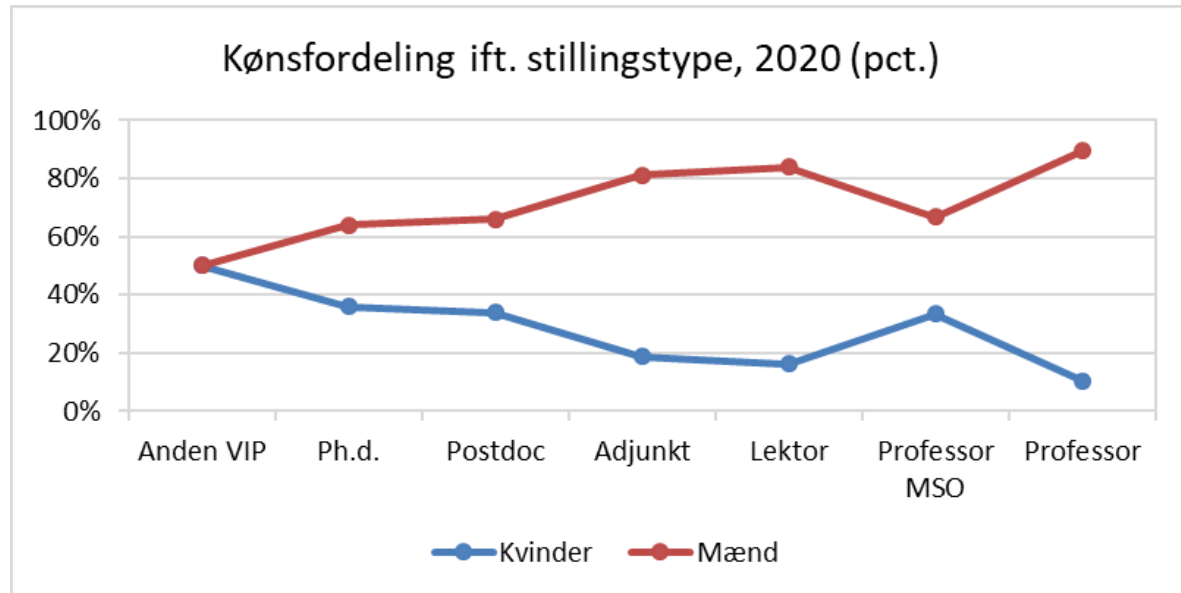
TW foreslog at drøfte på næste møde (9. juni), hvorvidt rådet ønsker en repræsentation af Junior Researcher Association på sine møder, fx med status om observatør.

GENDER EQUALITY AT NAT



- Challenging but important topic
- Balanced numbers related to gender equality are yet to be seen
- How do we make the changes?

NAT GENDER DISTRIBUTION 2020



NAT GENDER DISTRIBUTION 2020

Tenure track

Nat 2020		Kvinder	Mænd
I alt	Antal	6	15
	Procent	29%	71%

Committees (fagkyndige udvalg)

Nat 2020		Kvinder	Mænd
I alt	Antal	29	176
	Procent	14%	86%

NAT GENDER DISTRIBUTION 2020

Applicants and qualified applicants

Kønsfordeling (M/K): Ansøgere

Kønsfordeling (M/K): Kvalificerede ansøgere

		2020		2020	
		Kvinder	Mænd	Kvinder	Mænd
Anden VIP	Antal	155	126	50	55
	Procent	55%	45%	48%	52%
Ph.d.	Antal	287	459	136	194
	Procent	38%	62%	41%	59%
Postdoc	Antal	494	1.114	142	283
	Procent	31%	69%	33%	67%
Adjunkt	Antal	87	375	23	79
	Procent	19%	81%	23%	77%
Lektor	Antal	43	201	14	59
	Procent	18%	82%	19%	81%
Professor MSO	Antal				
	Procent				
Professor	Antal	21	96	4	25
	Procent	18%	82%	14%	86%
I alt	Antal	1.087	2.371	369	695
	Procent	31%	69%	35%	65%

SOME HIGHLIGHTS FROM THE 8 MARCH CONFERENCE "PROMOTING GENDER EQUALITY AT AU"

Postdoc perspective

- Rethink what it takes: Be better than others → Be better with others
- Encourage and include junior researchers in e.g. committees, decision making processes etc.

Swedish perspective

- More clear and systematic approach to problem
- Overcome bias in decision-making

NBI perspective

- If you want a balanced workplace, you make sure to get it

Management perspective

- NAT management well represented with open ears/eyes – must take responsibility for creating necessary changes
- Many levels to initiate small changes, e.g. unconscious bias starts early

Lively debate and chat activity

Ideas to work on, e.g.:

- *Starting grants and family packages*
- *Launch a major Nat-Tech progr?*
- *Exit interviews to find out why talents are leaving AU*



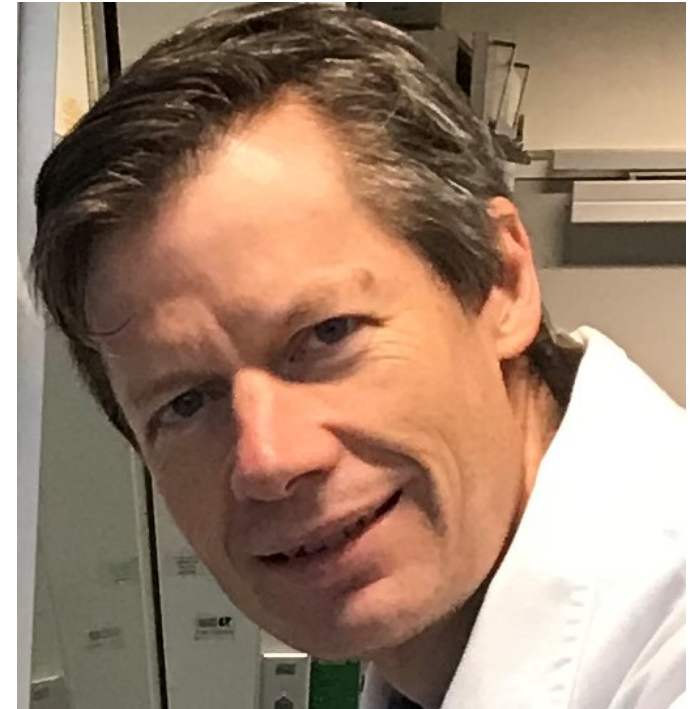
AARHUS
UNIVERSITET

NAT's Diversity and Gender Equality Committee: Thoughts on how to implement DGE at NAT

Daniel Otzen

Professor, iNANO

Chairman of DGE Committee, NAT



Members of the DGE committee

- Dean Kristian Pedersen
- Birgitte So-Young Ahn (secretary)
- Katrine Juul Andresen (GEO)
- Ellen Bernadette Noer (BiRC)
- Franziska Eller (BIO)
- Stig Uggerhøj Andersen (MBG)
- Thomas Breiten-bach (CHEM)
- Daniel Otzen (iNANO)
- Ida Larsen-Ledet (CS)
- Jessica Maria Helena Carter (MATH)
- Steen Brøndsted Nielsen (PHYS)

The DGE committee's tasks

- Put equality and diversity on the agenda at NAT
- Hold events across the faculty that promote understanding of DGE challenges
- Analyze and discuss DGE challenges at the faculty and then propose initiatives and action plans to the faculty management
- Prepare proposals for ambitious indicators within DGE at NAT
- Coordinate activities between faculty and the institutes' DGE committees
- Inform about the committee's work, initiatives and events - to AU, as well as to NAT's institutes
- Other assignments on behalf of the faculty management

Some thoughts I.

- Diversity is more than “simply” gender equality.
- Same size does not fit all: many small local implementations reflecting the specific environment of the place of work (institute or center)
- DGE is not just a number but a value: a good place of work is a place of diversity.
- Management should be proactive as much as possible, *e.g.* nudging/encouraging the more reticent staff members when it comes to promotion and tenure
- Mentors as role models: a reasonable gender balance in the mentor team. And urge PhD supervisors to mentor DGE-wise regarding postdoc opportunities.
- DGE as part of our dialogue and contact with Folkeskole and Gymnasium: science as an inclusive activity
- Flexibility and diversity (!) in internationalization and mobility: lack of foreign sojourns is not disqualifying.
- Active efforts to create and maintain diversity in the various institute committees. But don't overburden the minority gender!
- **During recruitment:**
 - maintain gender representation through the whole process.
 - Ensure that calls are broad enough to attract applications from both genders.
 - Emphasize that we consider DGE important – not just a passive statement, also actively looking to make changes.
 - Consider sufficiently long interviews (several days) to allow applicants to show cooperative skills.

Some thoughts II.

- Consider external evaluation of the DGE working environment.
 - At the Niels Bohr Institute, a majority of female staff felt discriminated against, ignored and overburdened by administrative tasks compared to their male counterparts.
- A DGE committee at every institute/center to disseminate these ideas and act as go-to-institution for relevant cases. Alternatively integrate DGE aspects into recruitment committees.
- We have had a compulsory online course on scientific misconduct. Perhaps arrange something similar regarding unconscious bias.
 - CBS: GenderLAB workshop on DGE solutions – takes ca. 1½ hrs to complete.
- DGE statistics at their institute meetings and home pages. Show it so we know it!
 - Could be combined with information about ongoing initiatives to maintain or improve the current DGE level.
- Lobby for support for:
 - accompanying partner during foreign postdoc
 - full parental leave support for externally funded postdocs
 - more equally earmarked maternity/paternity leave
- FYI: In the UK, the Athena Swan is an award program that is needed to get national funding. Based on local data, a department or faculty decides for ambitions for GE and diversity and apply for an award. If they get an award they can apply for funding. But should not just be about metrics but also a “state of mind”. “It can be just an expensive box-ticking exercise, but with the right leadership it can be a force for good.” (Jeremy Sanders, U Cambridge).

Diversity and Gender equality

Active listening

and the importance of integrating different perspectives

Outline

- The AU Junior Researcher Association
- Diversity and gender equality – from talk to change
 - Transparency
 - Support
 - Listening
 - Mentoring

The AU Junior Researcher Association (JRA)

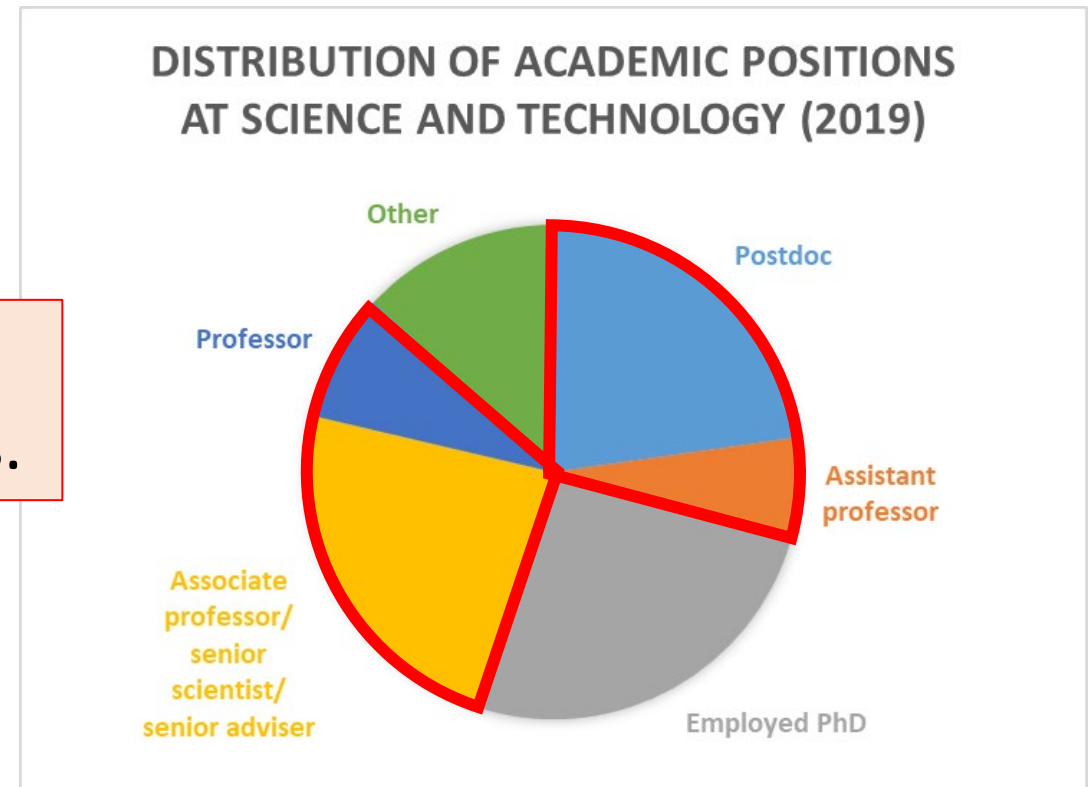
Junior researchers (JRs):

Individuals holding a PhD degree + employed in a temporary position

JRs are not represented in local and academic boards.

The JRA aims to:

- Represent JRs towards management
- Facilitate communication and networking
- Arrange initiatives on pressing issues



JRA board 2021

Board consists of four members, this year:



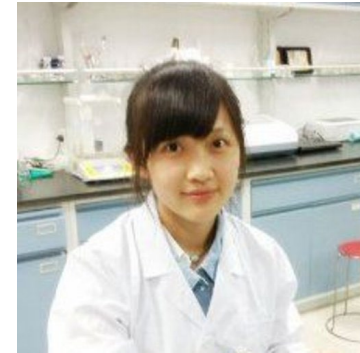
Chiara De Notaris
Postdoc at TECH



Marcela Mendoza-Suárez
Postdoc at NAT



Ata Marand
Assistant professor at BSS



TingTing Wang
Postdoc at HEALTH

We have talked enough, changed little

Danish universities are **less inclined to adopt measures aimed at changing organizational structures and cultures** (Nielsen, 2016)

→ “Fix the women” approach.

- Lack of representation (perspective of the vulnerable subjects)
- Lack of listening (focus on defending)
- Resistance towards change

“We should only select the best candidates!”

“We tried to get women to apply, but they didn’t want to.”

“Women should be more ambitious!”



Transparency

- **Opaqueness** of hiring processes is one the major obstacles reported in exit interviews and surveys (e.g., JRA survey 2019)
 - Selection of candidates for funding opportunities is **not transparent** (e.g., Villum International Postdoc, AUFF, etc.)
- Procedures need to be visible and clear. What is their **aim**?
- How do we understand “competition”?
- Need for continuous, constructive **feedback** (EU OTM-R guidelines, 2015)

Department level

Call for expression of interest within the department

Gather candidates and inform of criteria underlying evaluation (general feedback).

Candidate selected for faculty pool sharpens research idea

Candidates not selected receive information on funding opportunities from department expert (individual feedback)

Faculty level

Faculty's committee evaluates department candidates

Gather candidates and inform of criteria underlying evaluation (general feedback).

Candidates not selected get contact person at research support unit to identify funding opportunities suitable for their research idea (individual feedback)

Selected candidate prepares application with support from experienced department mentors or the research support unit

Feedback to departments on candidate evaluation criteria

Feedback to faculty on on research idea criteria

When the outcome on \pm funding is known, the faculty committee evaluates the suitability of internal criteria used for selecting the candidate.

Support

- Reintegration grants after parental leave (AU level)
- Support for childcare during conferences / meetings abroad
- Networking events after parental leave, targeted support to get back in business

Returning Carers Scheme

2013

- Provides funds to assist staff in building up their research profiles and academic activity after a period away from work to look after family
www.admin.cam.ac.uk/offices/hr/policy/carer/
- £300k p.a. available
- Individual grants normally up to £10k each
- Has benefitted hundreds of families and careers
 - > 95% female
 - Mainly postdocs



Prof. Jeremy Sanders,
Cambridge University

Listening

- Exit interviews (Nielsen, 2017) – both at early and late career stage
- Active listening →

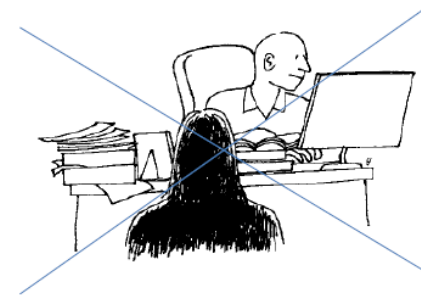
Crucial to get different perspectives and make significant change

NOT

- .. having attention elsewhere
- .. thinking of what to say next
- .. waiting to tell your own story
- .. interrupting

Instead:

- .. being attentative and patient
- .. responding to words and emotions
- .. showing respect by testing own understanding



(Slide from the PhD supervision Course at Nat & Tech)

Mentoring

- Formal mentoring with focus on multiple career paths (internal and external)
- Identify strengths, goals and milestones to reach
- Training plan

Not only individual development, but societal goal
→ Increase impact of university on society

