

## Minutes of Meeting

### Research Committee, Department of Geoscience

**06 March 2017, 12:30 – 14:00**

**Meeting Room 1672 - 238**

PARTICIPANTS: David L. Egholm (Chairman), Charles Lesher, Christian Tegner, Jan Piotrowski, Marit-Solveig Seidenkrantz, Nicolaj K. Larsen, Ole Rønø Clausen, Søren B. Nielsen, Thorsten Nagel, Thomas Nielsen (& referent),

Excuses from: Anders V Christiansen, Andrew Murray, Niels Balling

#### 1. Approval of Agenda and Minutes

Agenda was approved.

Minutes were approved with comments – there should be “less dialogue” and more “action points and synthesis”

David informed that Charles Lesher had re-joined the committee and that there was still opening for others who were interested to join.

#### 2. Future Recruitment Plan for the Department

The current recruitment plan ends with 2018 (with a spill into 2019 due to some delays – Annex 1).

We need to develop a plan that reaches to 2025 for Assistant / Associate / Full Professors. This will be an addendum to the current Department Strategy Plan. The new recruitment plan should include enough flexibility to allow us to benefit from opportunities arising (i.e. strong candidates with funding). We are close to having gone through the “generation change” – so we will not be able to recruit new staff based on savings due to retirements. The new recruitment plan should “mirror” the priorities identified in the Strategy Plan.

With a limited number of retirements in the near future we are not facing a number of gaps to fill, but we can be more strategic in our recruitment (e.g. focus on potential to secure external funding) and the positions we advertise can be more broadly defined. The department needs to be economically sustainable and we need to have this in mind when defining the future recruitment plan.

There was a long discussion about the new cross-disciplinary and cross-departmental initiatives being formulated at the Faculty:

iMAT, iLIFE – that have been funded. iMAT (Materials) with a big contribution from GEO (total budget DKK 15 mio for 3 years)

Climate / Water / Food – that are still being developed, but where GEO should have good opportunities to contribute.

It can be expected that some of the new positions funded from the Faculty initially could be based in these initiatives.

The discussion then focussed on the possibilities of making a “double hiring” to the Hydrogeology position (Position 13 in the current recruitment plan) that has been advertised. There are two strong candidates:

- One on Assistant Professor level – who can start in 2017 and one on Associate Professor level – who can – probably – start in 2018.

- One works with the coupling between surface- and ground water and one works with ground water.

As Steen is planning to retire within the next few years this is an opportunity to get two strong candidates that can fill the gap that Steen will leave as well as develop a new field of research at the Department. In collaboration with the Hydrogeophysics group this would be a very strong water group – probably the strongest in Denmark (and in alignment with water being one of the Flagship areas identified in the Strategy Plan). There should also be increased opportunities to tap into funding for more of the “societal challenges” (e.g. flooding) – basic as well as applied funding. There will be new opportunities to work with the Engineers.

A discussion followed on the hiring process and the opportunity to introduce more transparency. The Danish regulations require the process to be anonymous. However an option could be to tape all the Geoscience Seminars, so absent colleges can watch the presentations that candidates make as part of the hiring process. This should be developed in the future.

It was agreed to call a new meeting with only the double hiring on the agenda. Also look in to the possibility of applying for the second position to initially be funded under the “Strategic Recruitment Scheme” of the Faculty (see Annex 2)

***ACTION:*** Call a new meeting with only the double recruitment as a point

### **3. Associate Professor Position in “Computational Earth surface processes”**

We have an internal candidate who is fully funded for 5 years (Villum Young Investigator and a Marie Curie Individual Fellowship).

***ACTION:*** The Research Committee agrees to advertise the position. Søren B. will make sure the position is advertised. Thomas Nielsen will send the description to Søren.

### **4. Women in Science**

We need to identify realistic TARGET NUMBERS for our Action Plan – Women in Science and send them to the Faculty.

We are doing fine for Assistant Professors. Not so on Associate / Full Professors.

We want to focus on the interesting part – the recruitment of qualified women for our vacant positions.

Could we use the ST Strategic Recruitment Funding to head-hunt a qualified women geoscientist to fill a position – preferably one that is aligned with our strategy but would be able to initiate a new research field.

We set-up a small group under the Committee to go ahead and identify potential women candidates. The group consists of: David, Charles, Marit-Solveig and Jan P.

***ACTION:*** David will send the numbers to the Faculty

## 5. Mapping of upcoming applications (see Annex 4)

The focus looks to be on Carlsberg (Distinguished Associate Professor, Projects) and FNU. It is advised to “beef up” the FNU Project 1 to FNU Project 2, as this gets International Peer Review and this could be used to improve any rejection the candidates may get.

4 (!) ERC applications are expected in January 2018 (3 Consolidator and 1 Advanced). The candidates will be advised to utilise the ERC Masterclass offered by the Faculty.

Perhaps we should focus more on applications to FTP. It is rumoured that it should be easier to get funding.

**ACTION:** Set up an information meeting with Vice-Dean Søren Keiding (former Head of the FTP) to hear about the opportunities.

## 6. Any Other Business.

**EU (Thomas):** The draft Horizon 2020 Work Plan 2018-2020 has been sent out to the VIPs at the department for the “Societal Challenge nr 5: Climate Action, environment, resource efficiency and raw materials”. There is quite a lot of geoscience relevant calls in the pipeline (iMAT is planning to make a big bid for funding from this.) **Deadline for comments to the DRAFT Call is 15<sup>th</sup> March.**

**AU MENTOR (Thomas):**

**New Full Professor (Søren B):** The Department has a new Full Professor – Christian Tegner.

How do we celebrate this? Answer: An Inaugural Lecture followed by a Reception hosted by the Department.

**ACTION:** Søren B, Christian T and Lene Kjeldsteen will find a suitable date.

**New Associate Professor (Søren B):** Gianluca Fiadaca has been appointed as an Associated Professor.

This resulted in a discussion on how we celebrate the appointment of new Assistant and Associate Professors as well. A suggestion was to have the new staff give a lecture at the Geoscience Day.

**ACTION:** To be discussed at a late Research Committee Meeting.

/Thomas N

NEXT MEETING

04APRIL 2017 kl 12:00 – 14:00