

**19 December 10.00 – 11.30**  
**Meeting room 1671-234**  
**Steering Committee Meeting**

Present: Søren Bom Nielsen, Lene Kjeldsteen, Jan Piotrowski, Charles Lesher, Mads Faurschou Knudsen, Thomas Lund Hansen and Karen Engell Dalsgaard (minutes).

**Agenda:**

1. Approval of agenda, minutes, and status for the to-do list
2. Economy
3. Status on year 1 as a steering committee

**Ad 1 - Approval of agenda, minutes and status for the to-do list**

Minutes and agenda were approved. All items on the to-do list were resolved.

**Ad 2 - Economy**

Thomas had prepared a memo for this point on the agenda, which the steering committee had received in advance. Thomas went through the memo. All in all there are no major changes in the department's financial situation.

Esben asked for a one-page overview and it was decided that Thomas and Esben would work this out together.

**Ad 3 – Status on year 1 as a steering committee**

Søren initiated the discussion by asking “Have we become better”. There was general agreement that the group meetings have improved. The impact of the steering committee on the department was discussed and it was agreed that this could be improved, too.

Finances and economy have taken up much time in the group, but as all are growing more proficient when it comes to finances, it will take up less time in the future and make more room for other matters.

Mads commented that more time for discussions of strategy and future would be an improvement, and it was decided that the steering committee's members should send Lene a few keywords on subjects they would like to discuss well in advance of the meetings.

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Charles suggested inviting the chairmen of the various department committees to the meetings to get a updated status on their work. This could be a way to engage staff.

Esben asked for more updates on new initiatives - for instance from the research committee and for example a general status on the hiring processes.

It was agreed to invite the chairman of the research committee to the next meeting.

#### **Ad 4 - AOB**

AU had been asked to appoint a new member for the GEUS board of governors. At the last meeting it was decided to nominate Esben for this position, but the ministry asked for female candidates, and Marit-Solveig Seidenkrantz was suggested and appointed.

A team development process for the hydro-group will be initiated in 2017. New people are coming, others are leaving and it is considered very important that hydrologists and hydrogeophysicists will be working together as a strong group. To further this aim the physical placement of the group was discussed. There were several suggestions, but it was agreed that moving into building 1110 on the two floors above GEUS would be the best option and that we would work on that.

As to the Maersk Oil Chair we are expecting a result in January.

The hiring and promotion process was discussed and it was agreed to initiate a process in the research committee to identify the future need for resources – professors, associate professors etc. as an addendum to the strategy plan

Mads asked for a plan – a list of deadline dates and other necessary information – to facilitate the various application processes. Søren informed all that such a list is on the way.

In relation to this Charles suggested a strategy for the use of faculty time (teaching, admin, proposals/applications etc.).

Esben encouraged working in groups and looking further than the research funds, where cutbacks make success less and less likely.

#### **To-do list**

	<b>What</b>	<b>Who</b>
1	One-page financial overview – discuss and figure out	Thomas /Esben
2	Send keywords to Lene on subjects for discussion	All
3	Invite chairman of the research committee to the next meeting	Lene