Future Faculty

Steering group meeting 2019-03-04

**Location:** Malmö, Urology building, Conference Center (room: kandidaten)

**Time:** 1-3 (lasted to 3:40pm)

**Steering group:** Oskar Vilhelsson Timmermand, Helena Persson, Agnieszka Krzyzanowska, Susan Evans Axelsson, Melissa Ilsley, Katharina Herzog, Saema Ansar, Joakim Esbjörnsson, Ulrikke Voss

**Members:** Sonja Aiits

**Secretary:** Ulrikke Voss

**Agenda**

1. Opening of the meeting – Chair
   a. Meeting was opened, and it was briefly discussed if meeting time should be changed from 2-4pm to 1-3pm. It was suggested that we try 1-3pm.

2. Agenda- Chair
   a. Agenda approved, 3 points added to other
      i. Glass ceiling workshop
      ii. Election in Future Faculty
      iii. Project management course

3. Last meeting protocol – Chair
   a. Protocol has not been sent out, Chair will check with secretary to get notes. Approval of notes will be done online.

4. General information - Chair
   a. Funding support for young researchers
      i. Chair have had a meeting with dean and prodean regarding the initiation of the young researcher support packages. The chair informed that the leadership had taken the suggestions made by future faculty seriously. The suggestions being ensuring that clear evaluation criteria and inclusion criteria are in place prior to announcement, as well short handling time. Discussions in the steering group on the topic highlighted further the support for a 3+3 year package, evaluation of progression to independence as key criteria, the support for external evaluators and the
complexity in setting inclusion criteria based on selected grants rather than amount. Further a clarification as to whether the package is 500,000 sek or a 50% salary need to be clarified.

b. Docent committee meeting
   i. Chair informed of positive developments in the committee regarding assessment of docent applications. Discussion relating to a more transparent assessment criteria and support system for the committee had been discussed. Chair was positive to the work done in the committee.

c. Nomination committee to Faculty board
   i. Chair had attended two meetings regarding the filling of faculty board position. Interviews are ongoing.

d. Strategic Plan
   i. Steering board members to read and comment before Wednesday the 6th of March, if Future Faculty needs to send comments. Sonja Aits suggested to recommend a change in language in relation to career development support, from “encourage” to “support” to underline an organizational commitment in the career development of employees.

e. Welcome days
   i. Swedish on the 6th and English on the 19th, Vice chair will represent Future Faculty on the 6th and Chair will represent on the 19th. Roll-up is at Irma office.

f. Bylaws
   i. A specific meeting for the discussion of bylaws will be organized before the election takes place. Date to be determined later. Chair and Vice-chair are responsible for sending out a draft for discussion prior to meeting.

5. Task forces update
   a. Retreat – Susan Evans Axelsson
      i. Retreat are on track 41 participants have signed up. Workshops and key lecturer are booked. Panel discussion have 3 of 5
speakers confirmed, Kristina Åkesson and Håkan Axelson were suggested as additional participants to panel. Chair will contact Kristina Åkesson and Helena Persson will contact Håkan Axelson.

The venue is prepared to host, but workshop rooms are not optimal. Lunch and dinner are taken care of to ensure everyone is seated together. The budget looks good, no overspending. The participation gifts this year is an USB with Future Faculty logo, the content of this was discussed. The possibility to add information regarding career paths at LU and career planning in general was discussed.

b. Minerva- Melissa Ilsley
   i. The short list of 3 is ready. We have 2 of 3 external reviewers confirmed. Katharina Herzog will ask Ulf Ellervik from her department if he can participate. If not, Helena Persson have contact in the department of history. Melissa will contact shortlist to get acceptance of being on shortlist and verification of award date being the 23rd of May. The questionnaires for people in the environment surrounding the nominees will be sent out in the coming weeks. Melissa will make a list in box where the steering board can fill in information for suggested people. It was discussed that key people, not just group members, should be included such as health and safety personnel as well as leaders of sections/departments.

c. Communication – Agnieszka Krzyzanowska
   i. The survey was presented, Katharina had made a presentation with several key points highlighted. More work to clarify connections between i.e. position and place where PhD was obtained is underway. Of interest, whilst in the last survey 2016 82% of responders desired an academic career, in current survey this number was down to 59%. Further a large number of responders wanted to have teaching or more teaching but was unable. Clarity regarding career path was low and the perceived
organizational support low. The steering board was encouraged to suggest question of interest to Katharina. She will work more with the data and prepare key points which we can present to the faculty board.

d. NJF – Ulrikke Voss
   i. Due to time constraints this point was skipped and Katharina who attended the NJF meeting at SLU in Uppsala and will send out meeting notes to steering board.

e. Mentorship – Joakim Esbjörnsson
   i. Due to time constraints, Joakim briefly informed the steering board on the ongoing work in the mentorship group. They are starting to get a structure where overlap with the PhD mentorship program is desired. They are also working to work with guidelines for the mentor/mentee and have been getting inspiration from the Lund Stem Cell center manuals. While time being short they have hopes to launch in the fall. He further highlighted the need for a clarification of responsibility from the faculty. Future faculty may as with the VR program host the first round to establish a structure but this is not a long-term solution.

f. Career – Helena Persson
   i. Due to time constraints, Helena briefly updated on the last events in the task force. The feedback had been mainly positive and the zoom had seemed to work. While the meeting with the academic appointment board received mixed feedback and with some feedback suggesting it to be confusing than clarifying, people still considered it a good event that should be continued. The lunch event had much food over and it was discussed that Future Faculty should remember to send reminders but possible also provide biodegradable lunch boxes so leftover food is not wasted.

6. Budget – Oskar Vilhelmsson Timmermand
   a. The budget looks good, Oskar will before next meeting check up on the “left-over” budget from last year to see if we are able to use it this year
or it will be taken back. He also asked everyone to check that the December payout had been allocated appropriate accounts at the faculty.

7. Övrigt

a. Glass ceiling seminar with Career center and WINGS on the 12th of March. Some concerns regarding the appropriateness of speakers had been raised in the organization. It was discussed that questions given to the panel should be fair and balanced as well as fact based.

b. Election time is up and Katharina have contacted Carola Tilgman at IKT for election dates in June. IKT have time in June for election and we are asked to send in all information 3 weeks prior to election. Katharina will in the coming weeks send out a letter of interest to steering board to get a feeling for how many of the current steering board members want to continue (i.e. want and can, want but unsure situation and can’t)

c. Careers center will not run the project management workshop this year, giving a surplus in the budget. If the able to use last years remaining budget it was suggested that one use could be to run the workshop again.