

6. RESUMÉ PÅ ENGELSK (SUMMARY IN ENGLISH)

Based on the results of a study of the psychological working environment at Aarhus University (AU), the Department of Molecular Biology and Genetics (MBG) was asked to identify any particular areas that MBG should act on to improve the psychological working environment at the department, and to draw up an action plan for each of these areas.

AU's questionnaire survey concluded that there was a high degree of well-being among the staff at MBG in general. However, a number of areas were identified where the degree of well-being could be improved, and MBG's Cooperation Committee (LSU) was asked to study these areas and prepare an action plan to address these issues.

Since there might be geographical differences and different backgrounds for the responses of different groups of staff, LSU chose to get AU to make two extra studies to identify these differences.

The Head of Department called all staff and PhD students to a clicker meeting to identify the reasons behind some of the answers where the satisfaction was lowest.

Focus areas

Based on the above results from AU's and MBG's studies, LSU decided that special focus should be given to solutions that could reduce the levels of stress, provide better future prospects and to improve the social network and/or collaboration with peers.

In an attempt to solve the problems identified from the results above, various initiatives to achieve positive results for various categories of staff and geographic locations should be initiated:

Senior scientific staff

- Creation of a prioritised list of administrative tasks the scientific staff would like local administrative staff to take care of
- Creation of an annual cycle of work for various administrative deadlines to make it possible to prioritise or change some of the deadlines to avoid an overlap with vacation or busy periods
- Establishment of a senior mentor network, where experienced senior scientific staff can offer support to other senior or junior scientific staff on various areas such as research, funding, mental and professional support, etc.
- Establishment of a forum where senior scientific staff can meet informally around four times a year
- Efforts should be made to make a series of actions to ensure a balanced budget at MBG to avoid the scientists being responsible for finding extra money for the department via external funding

Postdocs

- Establishment of regular performance reviews ("Medarbejderudviklingssamtaler" – MUS) to allow for a higher degree of matching of expectations and prioritisation of tasks
- Establishment of a forum where postdocs can meet informally around four times a year
- Establishment of a forum for career guidance
- Postdocs should have the opportunity to teach if they wish so

Ph.d.-studerende

- Establishment of regular performance reviews ("Medarbejderudviklingssamtaler" – MUS) to allow for a higher degree of matching of expectations and prioritisation of tasks
- Establishment of a more fair distribution of teaching for PhD students (incl. those at Flakkebjerg)
- Establishment of more relevant PhD courses
- Establishment of a forum where PhD students can meet informally around ten times a year
- Establishment of a forum for career guidance

- New plan for participation in the Kjeldgaard Lectures to optimise the output and reduce the work load

Technical and administrative staff

- Establishment of regular performance reviews ("Medarbejderudviklingssamtaler" – MUS) to allow for a higher degree of matching of expectations and prioritisation of tasks
- Sharing of a laboratory technician among groups should be avoided. When this is not possible, there should be a longer period of notice, the person in question should be involved in the process and a compensation might be given.
- Creation of clear guidelines for department rules (1 May, shoes for working in the lab, etc.)

Foulum

- Ensure that there will be made a plan shortly for when and where the whole department will move to the same building in Aarhus
- Ensure that in the long term Foulum (like Aarhus) gets a financial model that provides more job security
- Indsatsområderne for de enkelte personalekategorier ovenfor i pkt. 2.3.3.1-2.3.3.4 – i det omfang det er relevant
- Implementation of focus areas for the individual staff categories above - where appropriate

Flakkebjerg

- Ensure that there will be made a plan shortly for when and where the whole department will move to the same building in Aarhus
- Establishment of a closer study of potential problems relating to the social network(s)
- Implementation of focus areas for the individual staff categories above - where appropriate

Points for attention

In addition to the focus areas above, the LSU selected the following areas as points for attention:

- *Recognition* (we are all responsible for recognising one another)
- *Bullying, discrimination, harassment and violence* (we all have to make sure that none of this takes place)
- *Graduate students* (MBG graduate students must also benefit from the actions undertaken whenever possible and relevant)

Follow-up on the implementation of the action plan and plan for maintenance of the good results

It is important to have a follow-up to see whether the effort has paid off as the lack of positive results can create more frustration than there was before, as there are now created an expectation that problems will be solved. At the coming meetings of LSU, the psychological working environment will be on the agenda to ensure that the action plan is implemented and that all positive actions are maintained in the future.