

5. RESUMÉ PÅ ENGELSK (SUMMARY IN ENGLISH)

Aarhus University had made a survey of the psychological work environment throughout the university. Based on the results from this study, the department (MBG) was asked to identify the areas to deal with to improve the psychological work of the department and make an action plan for each of these areas.

From the survey, it was concluded that overall there is a reasonably high level of satisfaction among the staff at MBG. However, some important areas where the level of well-being could be improved were identified, and MBG's Liaison Committee (LSU) was asked make an action plan to address these.

To get a more thorough analysis of the results, an *ad hoc* committee was set up to discuss the results from the tenured academic staff and another to discuss the results from the temporary academic staff/PhD students. Additionally, the PhD students held a new survey during a two-day conference for this group to get more representative answers, since only Part B PhD students participated in the AU survey.

Prioritization of areas for action

Based on the above results, the LSU decided to focus on stress, future prospects and recommendation of work place for the tenured academic staff and temporary academic staff/PhD students.

Action plan

In an attempt to solve the problems that were identified in the study, LSU suggested the following measures:

- *The tenured staff* should have a larger amount of basic funding from the faculty, a transparent and detailed budget from AU for each of the common administrative areas, a promise from the Rector that a larger proportion of the basic funding in the longer term should be used for the core areas – research and teaching – while external funding should be used for the common administration.
- *The PhD student* should be ensured that there is a matching of expectations at the start of and during their study, have a more appropriate teaching planning to ensure that the PhD students from Foulum (and also from Aarhus) have their teaching duties concentrated on as few days as possible, and if possible, first-year PhD students should be assigned laboratory teaching, and networking groups should be established in Labbook for the students writing their theses.

There might be a challenge in resolving the problems in the action plan – especially when it comes to the tenured academic staff – as there seems to be little willingness from the university/faculty to give a higher basic funding to the department, which means that the researchers must continue to spend much of their time fighting for the limited external funding – and worry about their future.

This may lead to greater frustration, and more people may become stressed, and it might be difficult to attract new top researchers, or the best researchers will seek other jobs, resulting in a decline in the level of research and teaching.