

ECOSCIENCE DEPARTMENT MEETING

AGENDA

1. Nature Meeting 2025
2. Organizational structure
3. Data, software and data strategy
4. Project management

NATURE MEETING 2025

- ü Approx. 2.100 guests passed by the AU tent
- ü 15 AU organised talks at the major scenes – 11 with ECOS participation
- ü 34 events/talks/debates in the AU tent – 20 with ECOS participation
- ü Many more ECOS participations in other organisations tents
- ü Approx. 80 ECOS colleagues passed by Naturmødet

Huge thank you to all that gave talks, participated in debates, “showed the colours” and helped organize and keep everything running so smoothly – Thank you!



INPUTS ON A SUB-OPTIMAL STRUCTURE

We have received many comments and inputs from the identity/value-workshops (winter 2024), the external evaluation board (Oct. 2024), APV 2025 a.o. about sub-optimal structure and counter productive focus, e.g.

- Ø Units are currently based on historical reasons and geographical locations – not always professional reasons
- Ø Many cross-collaborative opportunities are not pursued
- Ø The areas of strength does not work as they should
- Ø Lack of professional direction and leadership

WE NEED THE BEST ORGANISATIONAL STRUCTURE FOR OBTAINING OUR GOALS

We want to make sure we have the best organisational structure to ensure an organisation, with:

- ü an even greater focus on personal and Ecoscience development
- ü space for professionalism and greater opportunities to develop it across sections
- ü a structure that supports our strategy
- ü a clearer purpose and direction
- ü a stronger professional cohesion

BUT, we need to make sure we minimize any changes to reduce unwanted disruption and potential negative impacts!



PROPOSED CHANGES

The 4 areas of strength (Terrestrial, Freshwater, Marine and Arctic) are elevated to structural units while the clusters (LAND, WATER, Roskilde) are phased out

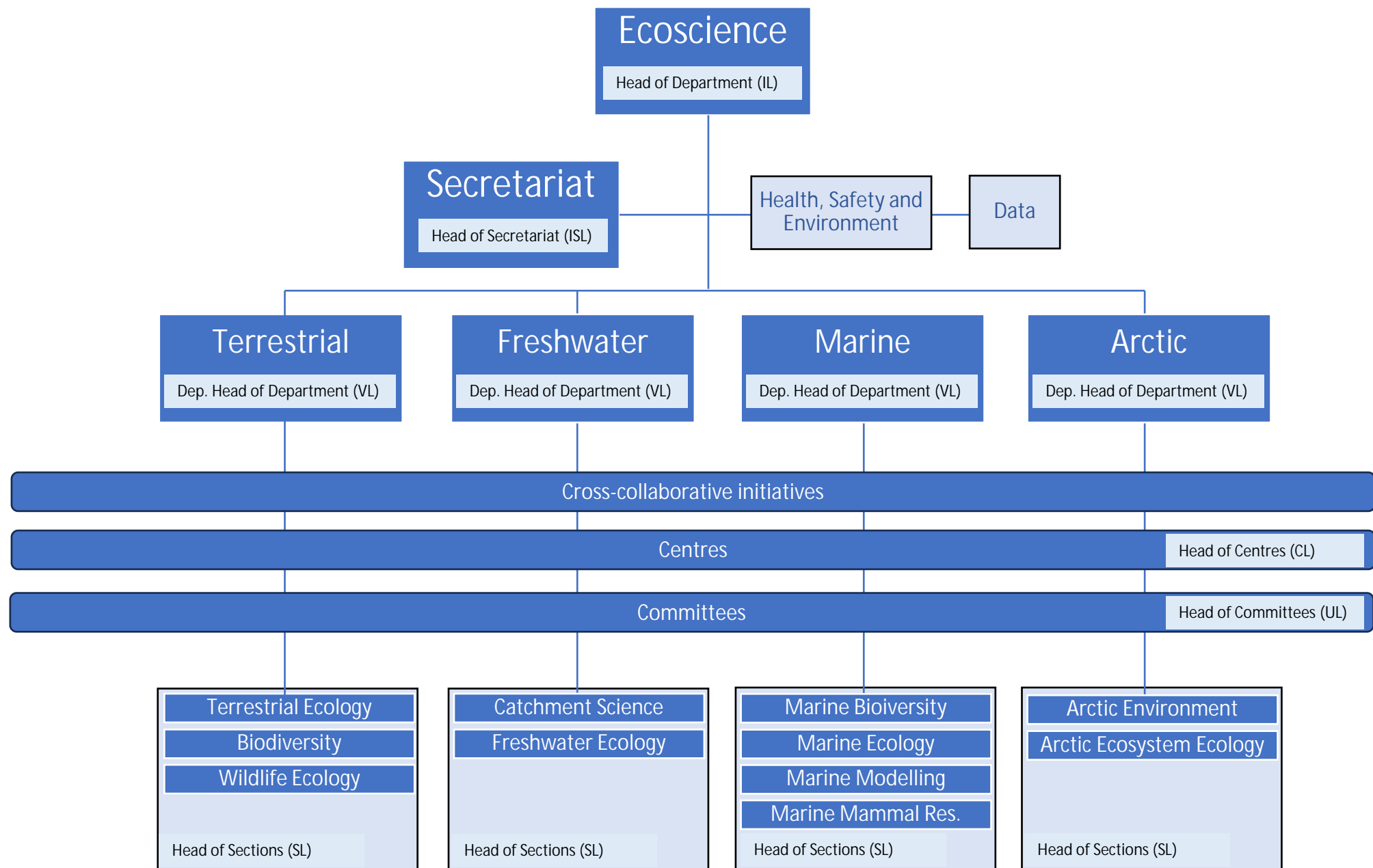
- Ø 4 Deputy Head of Departments (VL), each with scientific (faglig) and organisational responsibility for an area of strength and for facilitating collaboration across the areas of strength with other VL
- Ø Current VL stays (Terrestrial: Flemming, Freshwater: John, Marine: Eva)
- Ø VL with responsibility for the Arctic is advertised internally

Three cross-collaborative structures:

- Cross-collaborative initiatives and Committees are *internally* focused
- Centres are *externally* focused

A new Committee for Early Career Researchers will be created

Chairpersons for our committees (Research, Advisory, Business, PhD programme, DEI and ECR) and Head of Centres are included in the extended department management



ROLES

Head of Department, IL: Same as today

Head of Secretariat, ISL: Largely same as today but maybe some administration handling moving from former VL role to ISL (primarily Roskilde)

Deputy Head of Dep., VL: Lot is the same but with increased focus on the science (faglighed). Overview and coordination of new initiatives within own area of strength. Coordination of collaboration across areas of strength. External awareness and coordination with relevant institutions. Close collaboration with SL but also CL, professors and key personell. Line managers for SL

Head of Section, SL: Largely same as today but less strategy focus for own section and more in collaboration with rest of area of strength

Head of Centers, CL: Same as today but also included in the extended management for scientific direction and initiatives

Head of Committee, UL: Same as today but also included in the extended management for scientific direction and initiatives

A FEW DETAILS

- Each employee belongs to one section (or the secretariat) and refers only to that one manager - just like today
- An employee can (if relevant) participate in the development of another area of strength (e.g. if situated in a marine section but heavily involved in the Arctic)
 - q We will be working on how to ensure that this will work smoothly without too many meetings and scientific schizophrenia
- Facility management, HSE (health, safety and environment), logistics etc will be handled differently at Aarhus and Roskilde.
 - q We are working to clarify this during the coming months
- We will keep breakfast arrangements and other social activities to ensure continuation of the local communities no matter which strength area your section belongs to

TIME SCHEDULE FOR THE CHANGES



DATA, SOFTWARE AND DATA STRATEGY

US software in a challenged world

AU is in dialogue with Microsoft regarding safety for cloud data and software.

Data strategy

ECOS hired an external consultant to help draft an overarching data strategy for the department. Focus, in this first, exploratory phase has been to gather information through more than 35 interviews with data specialists and -users. This has provided valuable insight into the complexity and diversity across the department.

Next phase will aim for the development of a draft general data strategy. This phase will initially gather a smaller group (6 people) to work more intensively on the draft strategy.

A first draft is expected to be ready during the autumn and will be incorporated into the institute's overall strategy for 2026-2030.

BETTER ECOS PROJECT MANAGEMENT

We have a goal of strengthening the project management - and help project managers in Ecoscience!

Why?

- ü +600 projects in the department -> basis of our turnaround of 360 mio DKK
- ü Project Managers have requested competence building and tools
- ü Need to ensure that new Project Managers get a good introduction
- ü Very important that we can make an impact and focus on the research - and not spend too much time on administration

NEW SETUP FOR PROJECT MANAGEMENT

Ecosphere (<https://ecos.medarbejdere.au.dk/en/project-management-1>):



Even (and maybe especially) the more experienced project managers can benefit from this 🤔
Workshop for the last ones that missed the first workshops on 19 August

HELP FOR PROJECT MANAGEMENT

There is a lot of help to find on the new and updated pages but also through these people:

- q Project Management set-up /Maria Brandt
- q Project Management tools and guidelines /Maria Brandt and your good project management colleagues
- q Project Management research projects /Helene
- q Project Management – Quality Management system /DCE
- q Funding support /Stine BJORHOLM
- q Course in project management /AU HR (and your Head of Section)
- q Project budgets and finance / AU Finance and your Project Controller

HAPPY AND SAFE SUMMER



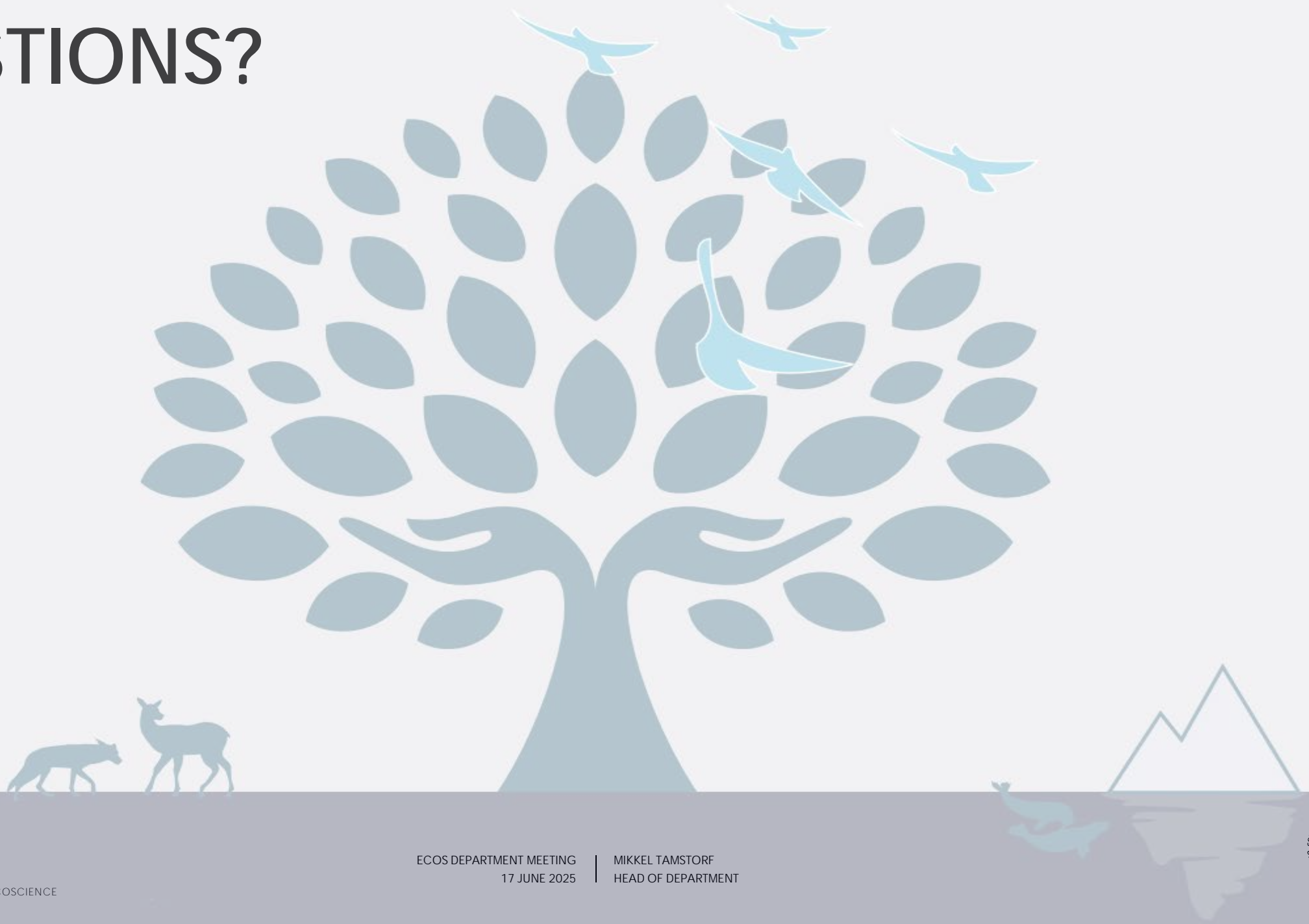
If going in the field or in the lab – **remember the risk assessment** before going and take care of your self and your colleagues:

" Our health is the most important thing we have. Therefore, we must first and foremost take care of ourselves and each other by working together to ensure a good and healthy working environment and safety. So, after an exciting day at the office, in the lab or in the field, everyone can always return home safely"

Enjoy the lovely summer wherever you will spend it.

QUESTIONS?

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AARHUS
UNIVERSITY
DEPARTMENT OF ECOSCIENCE

ECOS DEPARTMENT MEETING
17 JUNE 2025

MIKKEL TAMSTORF
HEAD OF DEPARTMENT





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