

## Summary of the group work

### Collaboration and Everyday working life (Stine)

#### Themes:

- Social thing, how do we manage to have a culture with coll.
- Space
- Pressure
- Basic facilities (food)
- Time issue
- Disturbance
- Too many strategies
- The infrastructure at such
- Carrier path
- Money talks

#### Actions points:

- We want to discuss research instead of always funding discussion.
  - ➔ make an infrastructure that supported work-in-progress, to discuss
- Make a policy to make it acceptable to block two days a week for research time
- Calendar: how to have this personal time management, which should be acceptable
- To figure out a way to navigate the social structure
  - ➔ a flow chart on who to ask when (support of social networking)

## **Fear and trust in modern universities (Morten)**

### **Themes:**

- We are measured individually, but every time we succeed with something we seem to do it in collaboration (if we really want to do something good, we need to collaborate – and therefore demotivating that we are measured individually)
- Motivation, transparency and feedback
- How do we discuss between management and employees.
- Defined as family business and how can we navigate in this. Management communicate that we can navigate by soft rules, but suddenly there is rules and regulations.

### **Action points:**

- Career safety: e.g. how to do strategic planning – priorities papers vs. teaching – how we discuss this with your manager?
- We measure negatively e.g. in the course evaluation, it becomes a problem with you fail but what about when you have reached 4.75 (and the same with the PP model)
- Places where we can discuss more across. We don't have any open space any more – like before when we had the department meetings. The department meetings are now mostly receiving information – and there is rarely time for questions and discussions. So a space where we can share and discuss our issues, worries, etc.
- HR? function in the department, do we need a professional unit to take care of career, etc. issues.

## **DD's contribution to society & visibility in society (Gitte)**

### **Themes:**

- Research ethics. We claim a lot of things, but we also need to have a research ethical responsibility to do research in
- Lack of articulation regarding evidence, knowledge, opinion in order to qualify discussion/debate (how do we communicate?)
- Lack of conceptual alignment when we collaborate with industry
- We should be involved as experts in our fields (societal transformations)
- What is value actually – we have this value for the society, but what is it?
- Do we exploit the cross disciplinary opportunities at ITU? May lead to less innovative thinking in collaboration outside ITU
- The issue of streamline on research. Streamlining this may actually kill innovation

### **Action points:**

- Make it visible (PP) when we do more popular communication, etc. like books, interviews, etc. (dissemination) as we do with expert communication
- We want to invite other people from other groups in society to debate etc.
- Push cross disciplinary at ITU with particular initiatives
- Focus on alignment of qualified discussion across sectors and society

## **The strongest department (Jonas)**

### **Themes:**

- Not reducing the diversity but to support that
- Pushing boundaries for measurements

### **Action points:**

- Department Seminar: Support the “Not reducing the diversity but to support that”
- To develop a white paper to present to other departments and management
- We have actually a research base to do research in design
- Supports our research: to block two days
- Do not force collaboration.