

Minutes from meeting in IMADA's work environment committee

Time and place:	15 September 2025 from 9.00 – 10.00 in IMADA's Meeting room 4
Participants:	Martin Svensson, Kristian Debrabant, Maiken Westen Holm Svendsen, Nicolai Dinh Khang Truong, Søren Bro-lund Ulriksen, Anton Danholt Lautrup, Michael Steensen, Michael Lindhardt Madsen og Lone Seidler Petterson
Absence:	Lukas Galke, Emanuela Marchetti, Leonie Krull
Minute taker:	Lone Seidler Petterson

There was no formal agenda prepared for the meeting, but a review of the APV was decided to be the focus at the meeting.

General comments:

- Lone Seidler Petterson (LSP) raised an issue regarding an unacceptable tone among tutors. This was initially brought up by Michael Lindhardt Madsen (MLM). LSP has referred it to student guidance services. LSP will continue to follow up on the matter.
- Martin Svensson (MS) brought up the current work environment structure in Vejle, which is still under the IMADA Odense umbrella for the time being.

APV Action plan review:

Stress Management

1. Revision of the Head of Sections (HoS) job description is needed. Dialogue with Carsten Salling will be initiated regarding task clarification.
2. Scheduling challenges in Kolding were discussed. Anton Danholt Lautrup (ADL) is teaching in Kolding this semester, and while things mostly function well, issues have arisen due to students needing to walk between two identical rooms. MS pointed to the department's limited experience with this and that he would like to gather more feedback and information about challenges. He expects to collect experiences at the end of the semester.
3. There is uncertainty about whom to approach regarding stress. It was suggested to include permanent links in newsletters—especially useful for

new staff. MS will review the list; AMU will contribute with additional suggestions.

4. AMU expansion is underway. QM and the eScience Center are currently not represented and Vejle will soon need inclusion. Jane Jamshidi (QM) and Johanne Lyhne Hansen (eScience Center) will be asked if they can help share information and find out if someone in their center would be willing to participate.

IT/Information

1. SDU IT is working on process improvements, but increased security measures have caused problems. MS, who is part of the security group, is pushing for a more differentiated security policy, tailored to the needs of researchers. MS, Claudio Pica and Peter Mayer are involved in the new IT strategy, which aims to restructure security efforts. Many existing issues are expected to be addressed. A solution for research computing machines is underway. MS is monitoring the developments.
2. The new PhD Universe is well received by the PhD students according to Maiken Westen Holm Svendsen (MWHS), as a dynamic platform that includes the needed areas.
It was mentioned that there might be room for improving the flow of information between the PhD School and the department-level PhD administration. MWHS suggested that the participation of an administrator in the PhD committee could help ensure smoother communication. Kristian Debrabant will investigate whether these meetings are open to non-members.
3. Administrative responsibilities: Updates to posters and SDUnet are now complete. LSP will include this in the onboarding material.

Onboarding

1. The onboarding checklist is being reviewed and updated.
2. For new teaching staff, Inge and Michael are planning welcome meetings.
3. A formalized mentor programme is still under development; it will be a longer-term process according to MS.

First Aid Training

1. LSP is currently investigating an English first aid course through the Red Cross, expected to run in spring.

The next meeting will take place end of November or in the beginning of December.