

STAFF MEETING SCIENCE AND TECHNOLOGY

19. februar 2019

DIVISION OF ST INTO TWO FACULTIES

Three major reasons for suggesting this:

1. Number of persons in the faculty management team is a real challenge (“span of control”)
2. Engineering is one of the major strategic initiatives at AU. These activities need to become more visible outside the university and should receive more support and attention from the senior management team
3. ST is by far the largest of the current four faculties with a turnover of more than twice as much as the second largest – this imbalance will only increase

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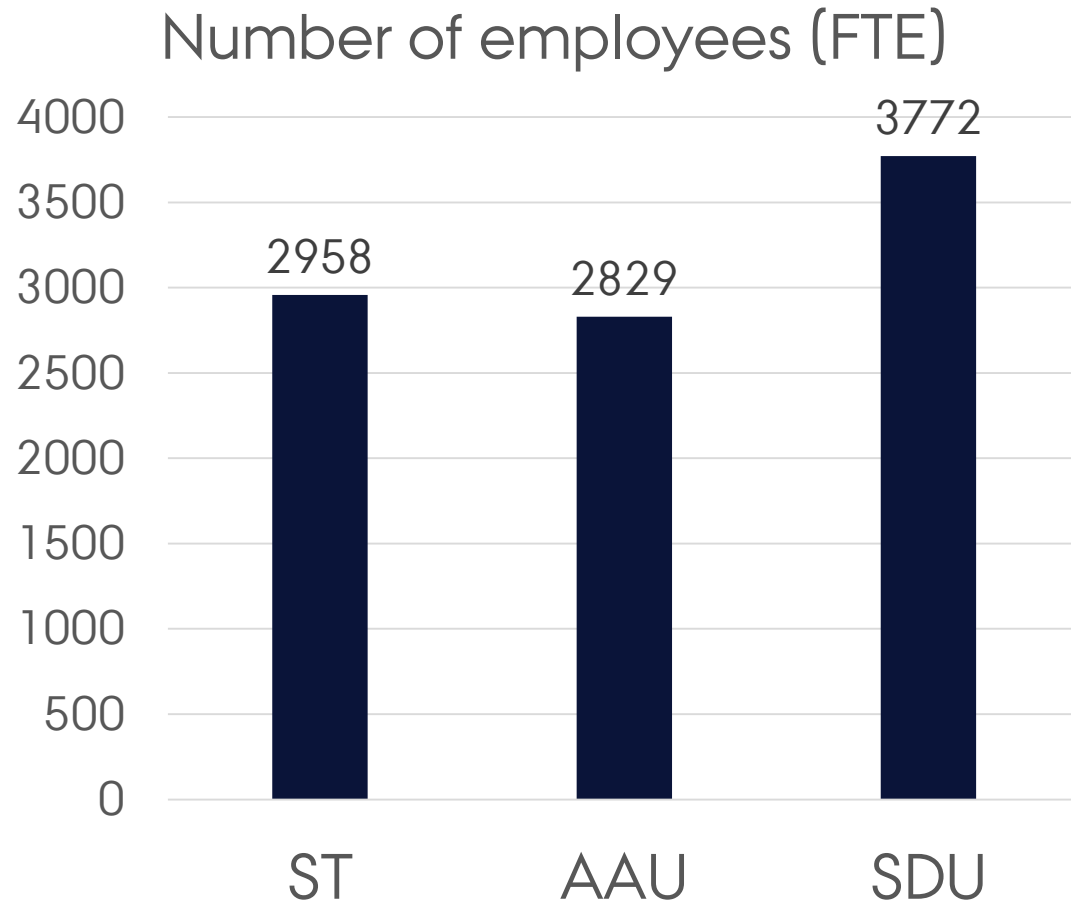
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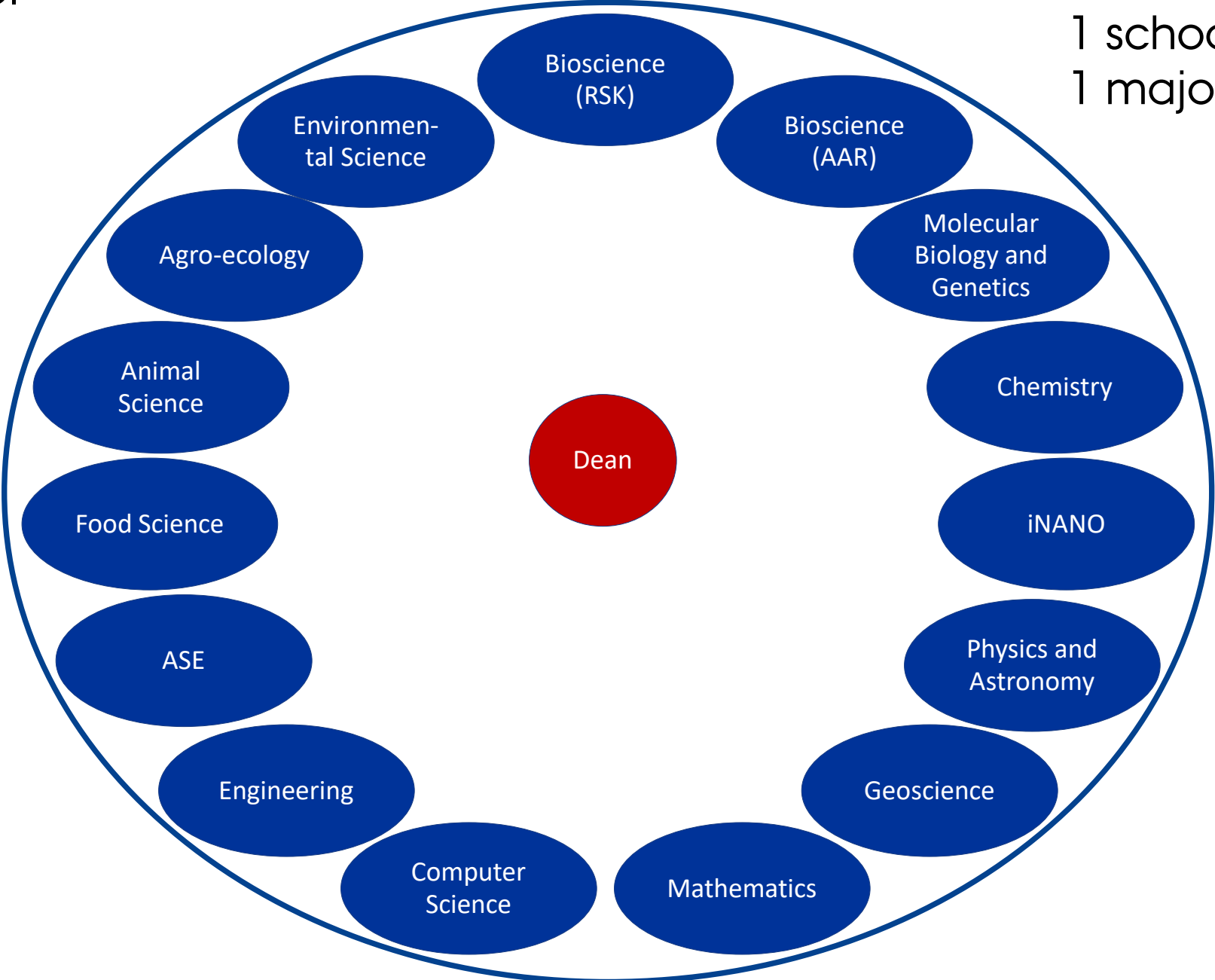
SPAN OF CONTROL – A COMPARISON



- SDU number includes staff at the central administration
- ST compared in size with SDU and AAU
- SDU and AAU have 5 faculties each – ST has one !!!

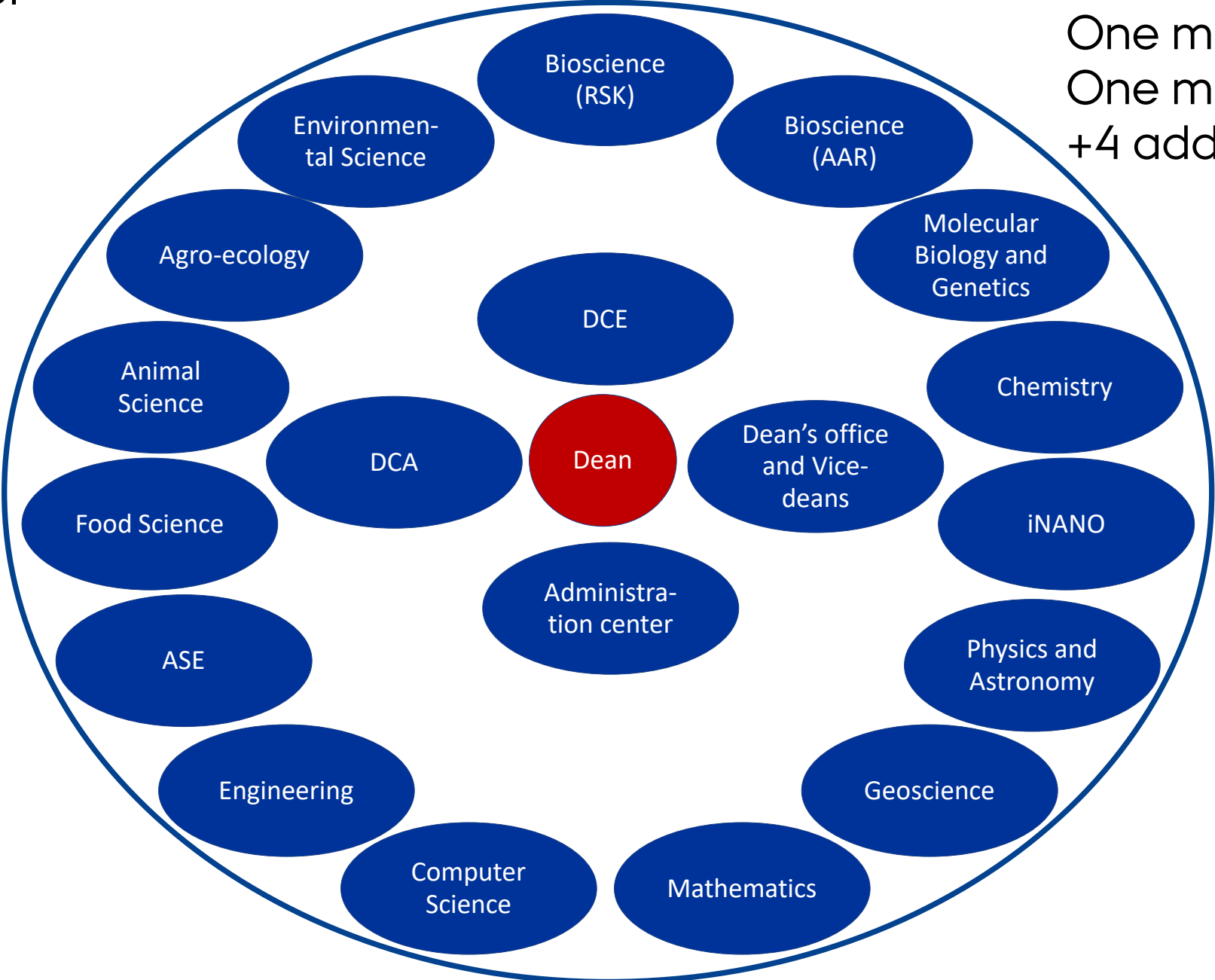
Span of control

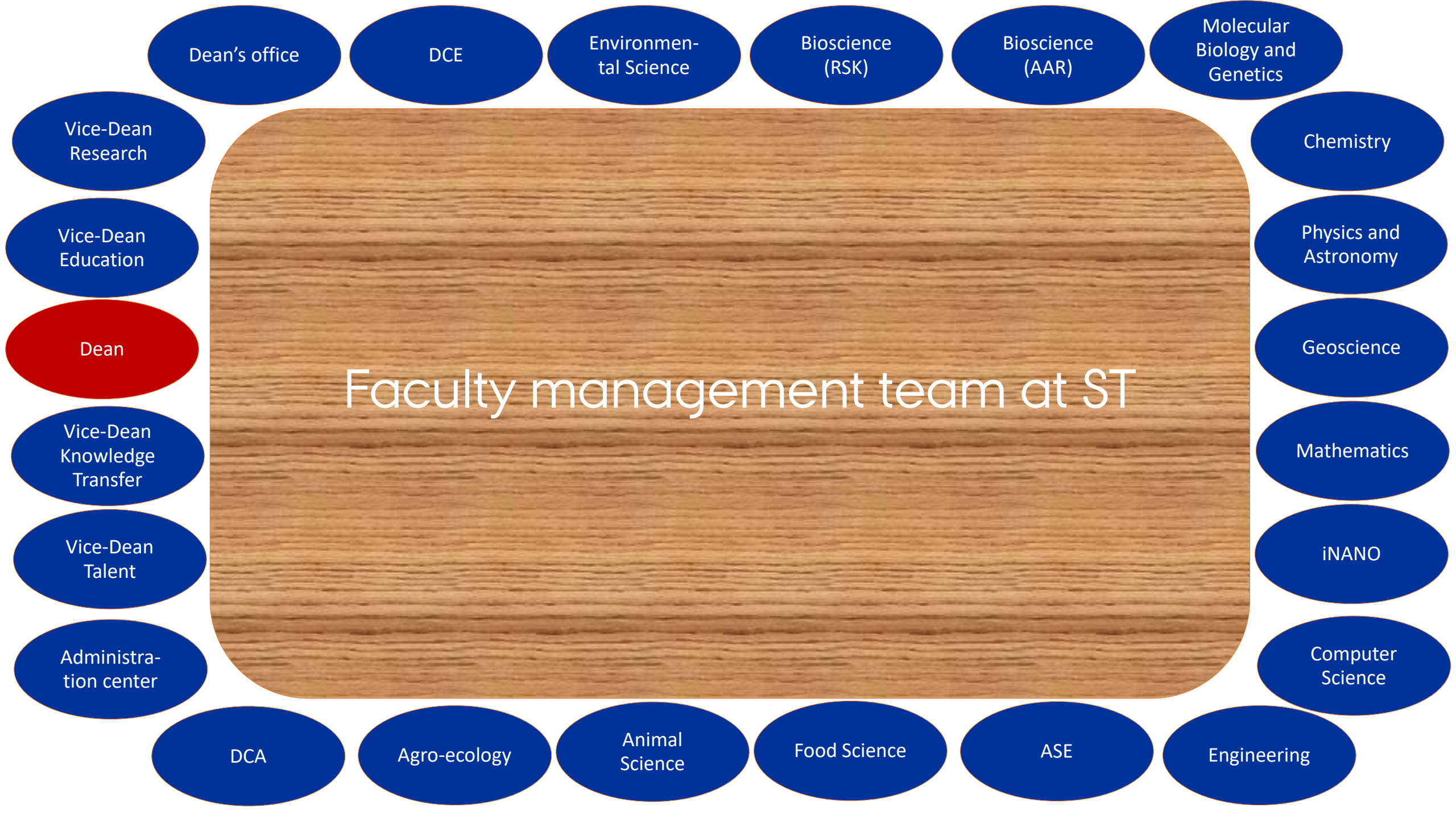
13/14 departments
1 school
1 major i-center



Span of control

13/14 departments
One major school
One major i-center
+4 additional units





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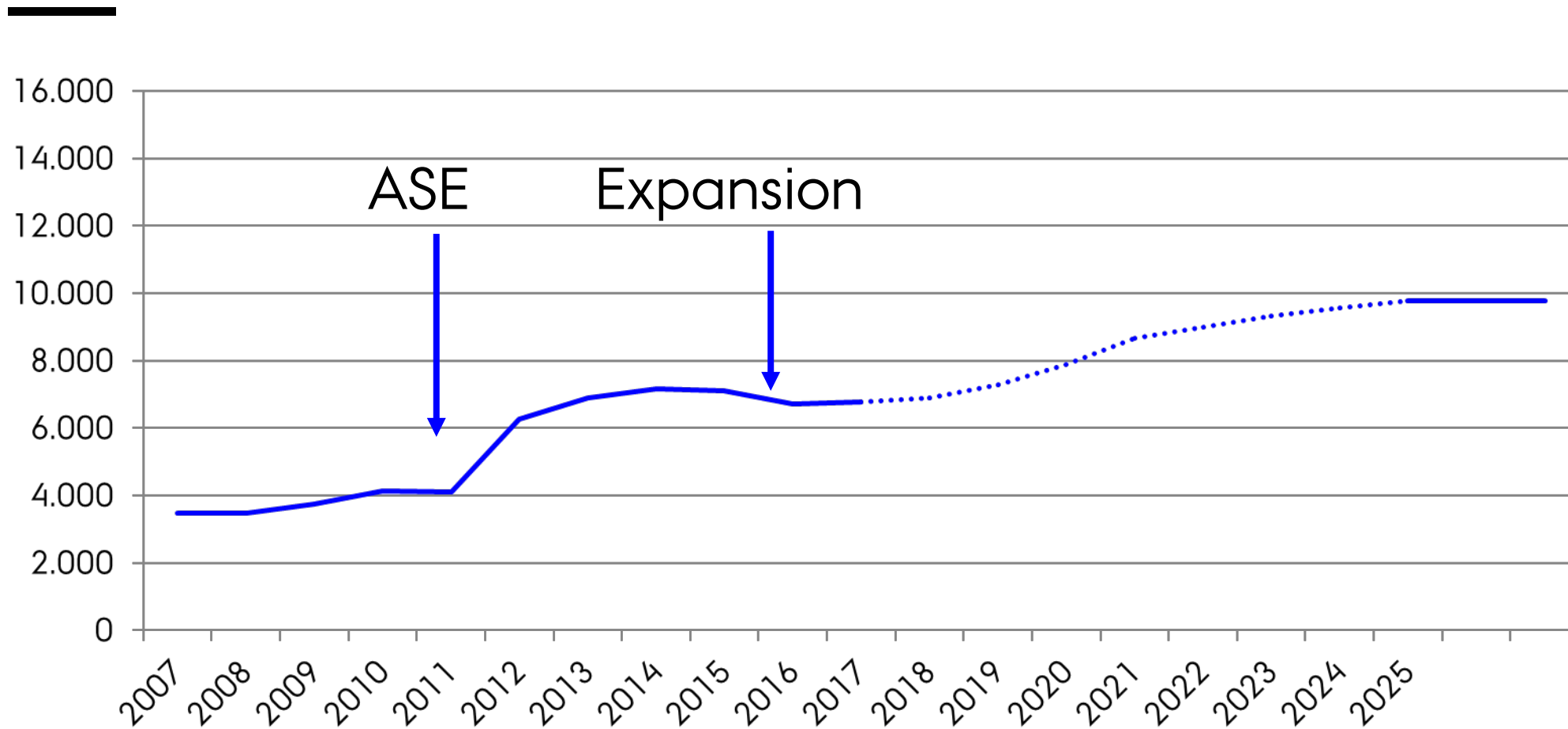
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DEVELOPMENT IN STUDENT POPULATION ST



ENGINEERING - FOCUS AND ATTENTION

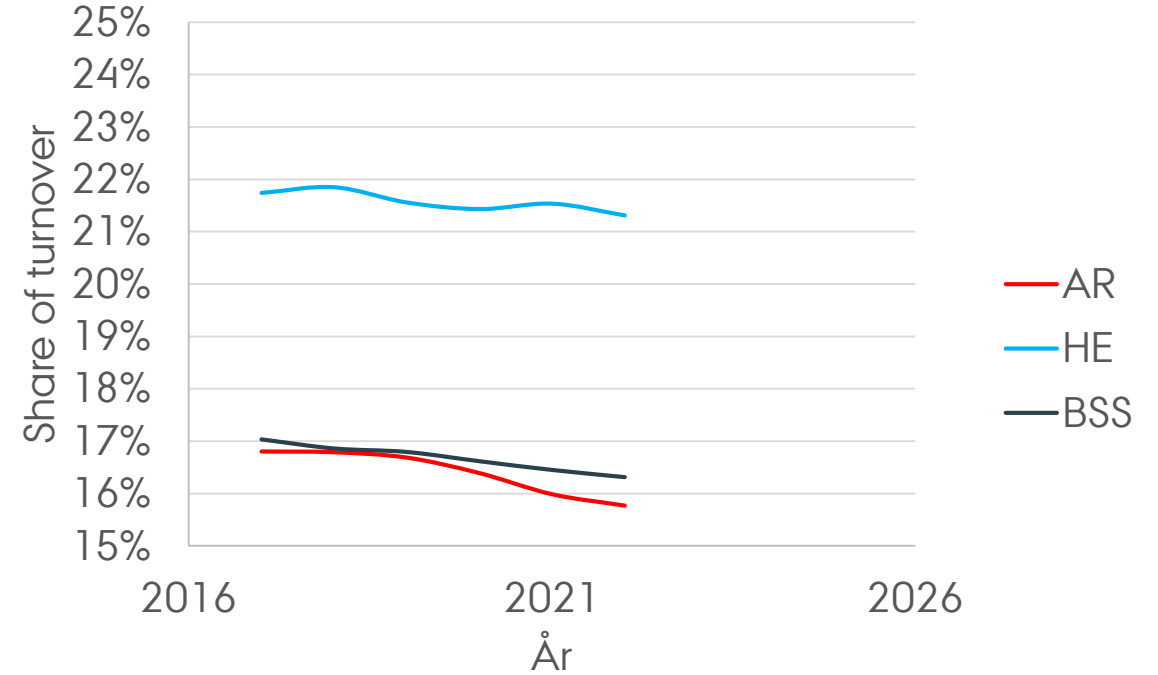
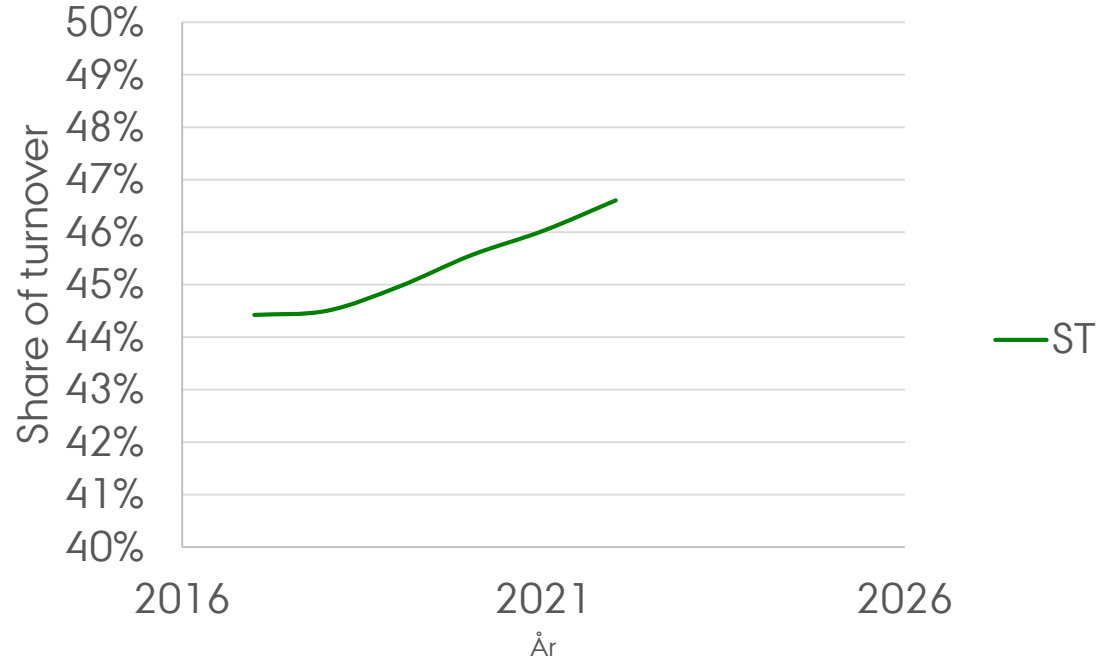
- Recruitment of students of sufficient quality and in sufficient numbers is not a simple task
- The competition from other universities will only increase
- There are still people in the private sector, who are not aware that we have engineering programs at AU
- AU's engineering initiative needs all the visibility and focus it can get – including from the senior management level

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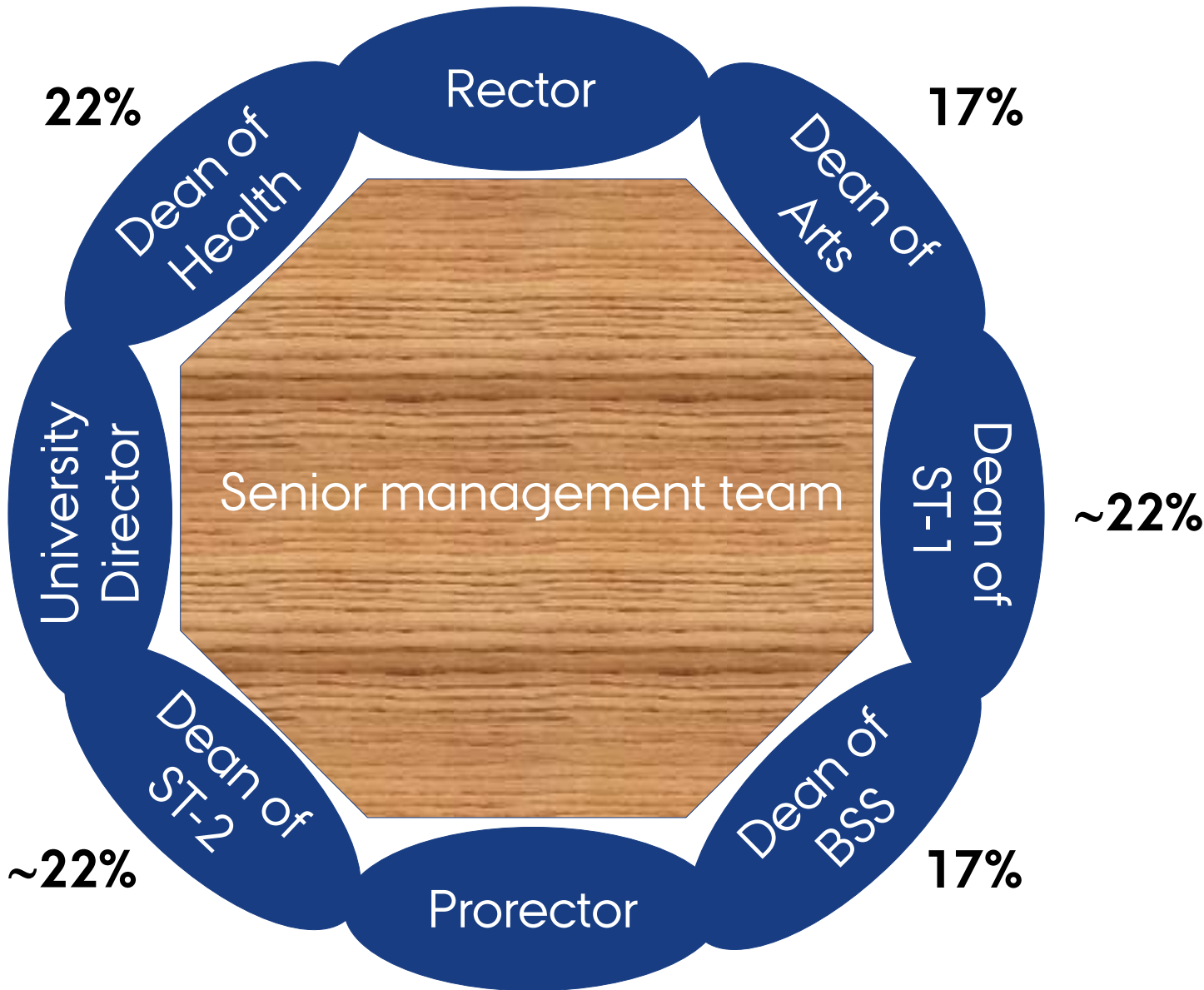
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ST CONSTITUTES ALMOST HALF OF AU



A BETTER BALANCE



IT IS PROPOSED

- To divide ST into two new faculties of similar size
- To leave the individual departments/units unchanged
 - So for those of you working in a department:
 - The head of your department will refer to a new dean
 - You will refer to the same head of the department
 - Your tasks tomorrow will be the same as yesterday

We will initiate the discussions on how to divide ST shortly

WHY NOW ?

- Working on a new strategy for the university, which should be ready for the board meeting in December 2019
- The strategy will be based on five faculties
- Hence the two new faculties should be established at the end of this year

TIMELINE

- 19/2: Staff meeting with ST employees
- 20/2-5/3: Faculty Management Team and rector discuss possibilities
=> proposal
- 5/3-28/3: Rector visits all ST departments and the administrative center to discuss the proposal with the staff
- 28/3-8/4: Faculty Management Team and rector reflect on input and agree on refined proposal
- 25/4: Board meeting: Proposal is presented

TIMELINE

- 26/4-20/5: Consulting process with stakeholders at ST ("hearing")
- 22/5: Senior management team refines proposal based on input
- 7/6: Board meeting: The board decides on new faculty structure
- August: Announcement of the two dean positions
- 1/1-2020: New deans are expected to be in place

ADMINISTRATION CENTER(S)

In principle there are several options:

1. One common administrative center
2. Two closely linked administrative centers with same procedures
3. Two autonomous administrative centers with different procedures

Ad 1. Tempting – but probably difficult

Ad 2. Some management positions would need to be duplicated

Ad 3. Not acceptable

This needs to be carefully analysed

ADMINISTRATIVE CENTER - TIMELINE

- Aug.-Nov.: Groups are analysing how the administration is best organised to serve the two faculties (Groups for Economy, HR, IT, Education, Communication, Deans office, etc)
- Dec.: Decision about future organisation of the administration center
 - 2020: Potentially a year where the two faculties are served by the current administration center

NEW ACTING DEAN FOR ST

- Professor Lars Henrik Andersen has been appointed acting dean with effect from February 16th.



QUESTIONS?



