Agenda

• Staff matters
• New employment guidelines
• EAE-feedback
• Planning for RAE 2012
• Rector contract negotiations (faculty funding 2012)
• New centre...
Staff matters

Eva-Lena Åkerman
Co-worker survey

- Will be distributed within short (October 10)
- Important that all staff fill in the survey
- Results will be presented to KTH on November 21 and to CSC in December 2011
- Measures will be taken towards improvements and changes in the work environment
Especially focusing on the work environment of PhD students and their supervisors

- Specific interview study by Starck & Partner
- Feedback session from S&P October 10 at 15.00 in E31
- Special workshops to improve the work situation of PhD students and their supervisors will happen later in the fall (mid November to early December) in smaller groups
Salary revision 2011

Jan Gulliksen
The goal is an annual process

- **Salary negotiation (annually in October)**
  - Recommended salary talks in June-August
  - Everybody should be offered, but you may decline
  - Looking back and reviewing last year’s achievements

- **Individual development talks**
  - Recommended to have that in December-January
  - Mandatory
  - Planning ahead
Salary revision process

- All staff subject to salary revision should have been offered to discuss salary with their closest boss
  - Note: The dean is responsible for the negotiation with KTH and with the union
  - On average 1.8% salary raise
- Timeline:
  - Now – Salary talks between staff and managers
  - October 7 – last handover from departments and functions to the dean
  - October 10 – CSC bids handed over to KTH
  - October 28 – last negotiation with union
- PhD students salary will be negotiated collectively at last
- If everything works well – the new salary will be paid from November
New employment guidelines – referral

• Prolonging existing regulations until December 31, 2011
• On-going negotiations with the union on the conditions behind assistant professors
• Deadline for individual or collective responses is October 17
# New employment

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Important changes from January 2012

Tenure track at KTH – an academic career path

- PhD
- Postdoc
- Assistant professor (Biträandare lektor)
- Senior lecturer (Lektor)
- Docent
- Professor
Important changes from January 2012

Teacher categories at KTH:
- Professor
- Adjungerad professor (adjunct professor)
- Gästprofessor (guest professor)
- Lektor (senior lecturer)
- Biträmdande lektor (assistant professor)
- Adjunkter

Research categories at KTH:
- Research engineer
- Researcher
Important changes from January 2012

- No possibility for **promotion from adjunkt to lektor**
- **Promotion to professor** should be based on the needs of the groups
- The quality criteria for professors are sharpened
- Position as **researcher** will require a PhD
- **Adjuncts** is a position mainly dedicated for the bachelor education
- **Docent** will remain but no emphasis in the document
Messages from GA

Grundutbildningsansvarig – Olle Bälter
EAE report on the CSC school
Jan Gulliksen, Danica Kragic and Olle Bälter
Overall assessment of CSC

- Much less criticism than other schools
- HSVs framstående utbildningsmiljö
- Many ongoing change projects

- We are grateful for all the valuable input receive on how we could improve!
Strategy and vision for the education

- Engage all staff in vision and strategy for the education
- Review Masters programs and decide whether any should be removed or merged
Program management

• Program managers should be professors
  - Do we want a professor that neither has time for or are interested in the education
  or
  - Do we want a dedicated, not yet professor that burns for the education?
Passive staff

- Historical origins behind structures
- Extremely difficult to change things
- Lack of initiative
- Lack of information
- No clear understanding of our goals and visions
Spreadsheet mentality

- Grand challenge!
- Good things
  - annual meetings with director of studies
  - clear and transparent tariffs for all work tasks
- Bad things
  - Lacking flexibility
  - Tasks that are not allocated a tariff may never be done.
Improve thesis quality

- Better guidelines for students and teachers
- Better control of thesis topics
- Review the independent thesis grading scheme
- Review program requirements and contents
Improved communication

• Ensure more resources for communication
  - Our goal is to be the best school at KTH when it comes to communication
  - New communication plan for the school
  - Recruiting within communication
  - Prioritizing activities
  - Breaking rules to achieve the goal?
Media Technology

- Recruitment of new professor and head of the education program
- Modernizing and developing the education program
- Higher education level of staff
Sustainability

• Sustainability issues should be dealt with in more courses, particularly in Computer Science
• Special course on sustainability
• Center for sustainable communication
• New center for sustainable design
Numerical analysis (NA)

- Numerical analysis should move to SCI
- Bachelor program in Simulation Technology and Virtual Design
- Take over from mathematics???

- Important part of the school from a research and education point of view
Relation between CSC and ICT

- Very positive towards cooperation
- We want to safeguard and further develop our popular and excellent education
- Students want to be on main campus
- Kista is welcome to join 😊
Course evaluations

- Should be summarised for students before the start of each course and measures taken should be presented
- Routines are in place
- Should be followed up
Changing/developing courses

- All staff should know how to change their course in any aspects
- Problems at KTH level should be overcome on a department level
Research

Danica Kragic
• Young faculty lunches
• Professor lunches
• Calls for grants
Research Assessment Exercise (RAE) 2012

• Presentations of our research for rector December 15 (NA) and January 10 (CS and MC)
• Bibliometric analysis around February 2012
• RAE interview week June 11-15
RAE 2012 Units of Assessment

Panel 1: Mathematics
   a) SCI Mathematics
   b) SCI Mathematical Statistics
   c) SCI Optimization and Systems Theory
   d) CSC Numerical Analysis (new)

Panel 2: Information and Communication Systems
   a) EIS Network, Information and Control Systems
   b) EES Telecommunications
   c) ICT Computing and Communications Systems
   d) ICT Information and Software Systems

Panel 3: Physics and Theoretical Physics
   a) SCI Experimental Physics
   b) SCI Theoretical Physics

Panel 4: Applied Physics and Medical Technology
   a) SCI Applied Physics and Medical Imaging
   b) STH Medical Technology
   c) ICT Materials Physics
   d) SClEICT Optics and Photonics (from Panel 4)

Panel 5: Energy Technology and Electrical Engineering
   a) SCI Nuclear Power Safety, Reactor Physics and Reactor Technology
   b) EES Electrical Power Engineering
   c) EES Fusion and Space Plasma Physics
   d) ITM Energy Transformation

Panel 6: Electronics and Photonics
   a) EES MEMS Microsystems Technology
   b) ICT Optics and Photonics (to Panel 4)
   c) ICT Embedded Electronics and Computer Systems

Panel 7: Applied Mechanics
   a) SCI Vehicle Engineering
   b) SCI Solid Mechanics
   c) SCI Fluid Mechanics
   d) SCI Mechanics-Biomechanics

Panel 8: Industrial Technology and Management Materials Science
   a) ITM Industrial Product Development
   b) ITM Production Engineering
   c) STH Health (Ergonomics, Health & Building Construction) (from Panel 8)
   d) ITM Industrial Management (from Panel 12)
   e) ITM Economics (from Panel 12)

Panel 9: Chemistry & Materials Science
   a) CHE Chemistry
   b) CHE Chemical Engineering
   c) CHE Fiber and Polymer Technology
   d) BDO Theoretical Chemistry
   e) ITM Materials Science and Engineering (from Panel 8)

Panel 10: Biotechnology
   a) BDO Medical Biotechnology
   b) BDO Industrial Biotechnology
   c) BDO Protein Atlas

Panel 11: Technology for the Built Environment
   a) ABE Civil and Architectural Engineering
   b) ABE Land and Water Resources
   c) ABE Transport Science (from Panel 12)
   d) STH Health (from Panel 12)
   e) ITM Industrial Ecology (to Panel 12)

Panel 12: Architecture and the Built Environment and Management
   a) ABE Architecture
   b) ABE Real Estate and Construction Management
   c) ABE Philosophy and History of Technology
   d) ABE Urban Planning and the Built Environment
   e) ITM Industrial Ecology (from Panel 11)
   f) ITM Transport and Economics (split to Panels 8 and 11)
   g) ITM Industrial Management (to Panel 8)

Panel 13: Computer Science and Mediated Communication
   a) CSC Theoretical Computer Science (excl. Numerical Analysis) (from Panel 1)
   b) CSC Applied Computer Science
   c) CSC Mediated Communication (from Panel 2)

Peta Sjölander
Coordinator RAE 2012
2011-09-20
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Rector contract negotiations

For 2012 rector will prioritize requests concerning:

• FOFU:
  - Greater infrastructure investments, e.g. laborativ infrastructure where rector would like to prioritize investments that go beyond the schools or the departments
  - Starting grants for tenure track employments will be prioritized, especially new professorships in the pipeline
  - Sustainable development

• GRU:
  - EAE-initiated investments
  - Increased student throughput
  - Sustainable development
Rector contract negotiations

Timeline:

- **October 8:**
  - The head of school hands in our list of potential prioritized areas
  - The ranking of these priorities are left til later
- **October 10:**
  - Discussing the investments with the various Head of Department
- **October 28:**
  - Final contract negotiation

- Budgeting process at the departments
Ongoing recruitments

- Professor **Visualization** (interview October 12) Rüdiger Westermann, Stefan Seipel, Andreas Kerren

- Professor **Interaction design** (interview October 21) Kristina Höök, Morten Fjeld, Barry Brown

- Professor **Media technology** (interview within short) 20 sökande

- Professor **Datasäkerhet** (approved by FR, advertisement shortly)

- Professor **High performance computing** (search committee is working rapidly)

- 8 ongoing professor promotions
Needs from GRU

- 4 Senior lecturers in **Numerical Analysis**
- 3 Senior lecturers in **Computer Science**
- 1 Senior lecturer in **Human Computer Interaction**
- Additionally needs for assistant professorships in several different groups
New Centre at the CSC school

- Centre for “sustainable design”
- Coordinated by professor Sara Ilstedt-Hjelm and Theo Enlund
Take it easy out there 😊

- Next workplace meeting for CSC school
- December 13, 12.00-13.00