

CS Post Doc WPA Action Plan

Below the action points from the psychological WPA for the Post Doc group at CS, AU. The follow-up group has identified three main topics, as well as some notes on the WPA in general:

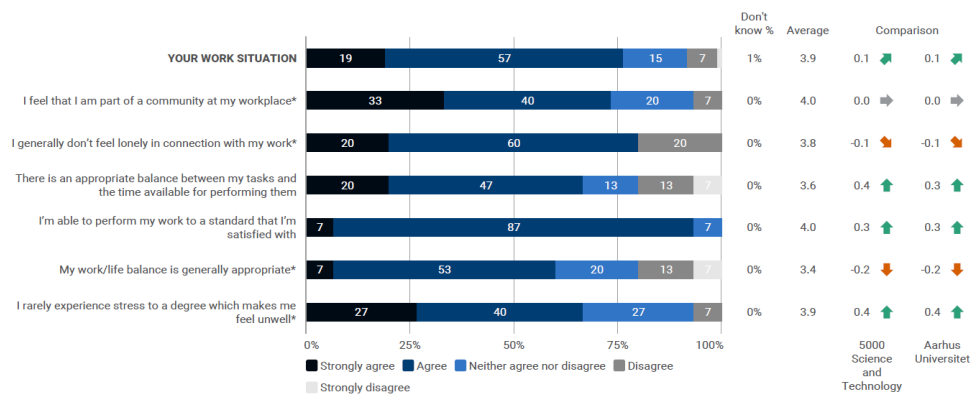
1. Loneliness issues and interdisciplinarity
2. Stress level/work life balance
3. Development opportunities
4. WPA in general

A follow up group was formed based on volunteers from the postdoc group, and consisted of following members: Lior Kamma, Peter Lyle, Ciprian Octavian Truica, with support from Ira Assent and Dorthe Haagen Nielsen.

The Post Doc follow up group discussed the P-WPA results at meetings 14 May and 21 May, 2019.

Ad 1. Loneliness issues and interdisciplinarity (“Your work situation”)

The WPA results point to loneliness issues in the postdoc group. While this may be the nature of the nomadic postdoc lifestyle, the follow up group discussed, if a broader network at the CS department could be a way of reducing loneliness, while at the same time maybe spurring interdisciplinary collaboration.



* Note: Please note that the scale for statements marked with a * were as follows in WPA 2016: Always/almost always, Often, Sometimes, Seldom, Never/almost never.

Action	Responsible	Deadline
Create a better infrastructure for interdisciplinary work by inviting someone from AIAS to give a talk at a postdoc lunch meeting/or the August 2019 retreat.	Dorthe H. Nielsen	15 August 2019
Talk to head of groups about Inviting people from other groups to join a group meeting/give an informal overview of research carried out. Getting to know people from other research groups could help pave the way for interdisciplinarity at CS.	Ira/Dorthe?	September 2019 DB group starts

Have a joint lunch for all employees at CS – including postdocs/PhD students with relevant topic	Dorthe asks Kaj	September, 2019
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Ad 2. Stress level/work life balance (“Your work situation”) Same figure as Ad 1.

The WPA results show that some postdocs do not have an appropriate work/life balance. It was also briefly discussed whether it would be possible to have a long-distance employment for families, i.e. working from one’s home country for a few months while employed by AU? This might be useful when families are far apart.

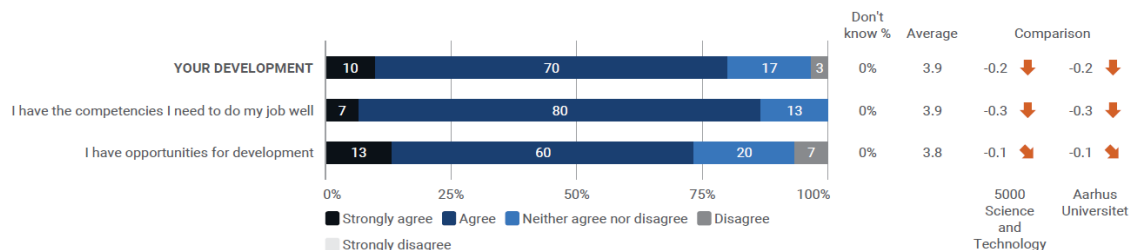
The follow-up group found the work/life balance very difficult to pinpoint for mainly two reasons:

- a. Some may choose to voluntarily work more than expected depending on eventual (non)-family relations in Denmark
- b. Others may find that they ‘have to’ work more than expecting order not to fall behind other group members. This may vary a lot depending on the research groups.

Action	Responsible	Deadline
Align expectations for work load at the postdoc welcome meeting	Host/postdoc committee member/postdoc	Ongoing
Address the topic to main host (or someone else senior in the group), postdoc committee member or the working environment representative if/when there seems to be an inappropriate work/life balance	Postdoc/host	Ongoing/when needed
Ask for the possibility of working from home country, i.e. in extension to a family gathering/holiday	Postdoc/host	Ongoing/when needed

Ad 3. Development opportunities

The WPA results show that there is room for improvement for development options for the postdoc group. The follow up group discussed the topic, and also discussed whether there is actually time for this in a postdoc position



The question 'The SDD has contributed to my development' has only been asked of employees who have attended their SDD. The results are shown only if a minimum of ten employees have attended their SDD and is not part of the theme score.

Action	Responsible	Deadline
Inform all postdocs about AU's Junior Researcher Development Programme	Dorthe Haagen Nielsen	5 July 2019
Include information about the programme in the welcome meeting template and on the postdoc committee webpage	Dorthe Haagen Nielsen	11 June 2019
Create a roadmap for applicable post doc funding opportunities – which grants to apply for and when	(Malene B.B. Andersen)	Before the end of 2019?

Ad 4. WPA in general

The follow up group noted that some questions seem irrelevant to the postdoc group, i.e. when asked whether the collaboration with the administrative centre is good, as postdocs have little to no contact with the administrative centre. In addition, it can be difficult to understand the phrasing of questions and the meaning behind.

Action	Responsible	Deadline
Report back to APV group that not all questions have the same relevance to all	Dorthe Haagen Nielsen	5 July 2019