

Synthesis of dilemmas

Green: About economy; Purple: About visibility/collaboration; Red: About education; Blue: Digitalisation; Black: Other

1. We want external research funding from private foundations to have PhDs and Postdocs but overhead is too low.
2. Limited funding possibilities due to rules about overhead vs. we have to increase acquisition success.
3. We have a rich diversity of competencies and skills, however we are lacking time and resources to share knowledge.
4. We want to invest in new research fields but we have no department funding and time for creativity and innovation.
5. We have broad expertise in environmental science and green transition – but are not sufficiently visible.
6. We need to communicate our knowledge to the broader public but it can be politically sensitive.
7. No education vs. we have to teach as a university but we have no support from AU and the faculty.
8. If we contribute to courses at the engineering departments we might undermine our opportunity to build our own education.
9. A lot of digital data management/sharing is ongoing on and is expected to increase. At the moment, we do not have a strategy and resources for digitalization and sharing of data.
10. Open data good for outreach but we may lose unique data, attractiveness and competitiveness.
11. Advantages and disadvantages concerning local vs. central data storage.
12. Maximum flexibility for working from home versus professional and social working environment at the department.
- 13 Researchers are evaluated based on scientific publications but advisory work does not advance academic merits.