

Meeting of the Board of Directors	
Date	August 20, 2020
Time	3 hours (9:00-12:00)
Place	Online Zoom
Participating	<p>Ólavur Ellefsen, Chair of the Board Marita Rasmussen, Vice-Chair of the Board Anders Bjarklev, Board member Guðrún Nordal, Board Member Sára Joensen, Board Member Magnus Steinsson við Streym, Student Board Member Martin Zachariasen, Deputy Board Member Heidi Poulsen, Deputy Board Member Vár í Ólavsstovu, Deputy Board member Annika Smith, Deputy Board member Chik Collins, Rector Johan Hansen, University Director</p> <p><u>Participated under item 4:</u> Hugin Skaalum, Head of Finance</p> <p><u>Board Members unable to attend:</u> Svein-Ole Mikalsen, Board Member Durith í Homrum, Student Board Member Hans Pauli Strøm, Deputy Board member Hans Harryson, Deputy Board member</p>
Keeper of the minutes	Súsanna Jógvansdóttir Golan

***See Faroese version of minutes on page 6.**

Purpose of the meeting: To report to the Board on recent developments and to discuss the next steps towards implementing the Strategic Plan 2020-2024 (amidst continuing covid uncertainties).

Agenda:

1. *Chair's welcome*
2. *Approval of Agenda (Paper 2)*
3. *Approval of minutes from 26th May 2020 (Paper 3)*
4. *Finance Report and Budget Planning for 2021– from Head of Finance (Paper 4)*
5. *Rector's Report – Update and looking ahead (Paper 5)*

10.10 -10.30: Comfort and Refreshment Break

6. *Discussion: Next steps towards implementing the Strategic Plan amidst continuing covid uncertainties (Paper 6)*
7. *Chair's concluding remarks and date and time of next meeting.*



1. Chair's welcome

The chair of the Board welcomed members to the meeting, reporting apologies for members that were not able to attend today.

2. Approval of Agenda (Paper 2)

The agenda for the meeting was approved.

3. Approval of minutes from 26th May 2020 (Paper 3)

The minutes from the last Board meeting on the 26th May 2020 were approved. Some discussion on the minutes following the last meeting took place while not though directly on the minutes. That will be addressed under the second part of the meeting.

4. Finance Report and Budget Planning for 2021– from Head of Finance (paper 4)

We are currently showing an apparent surplus of around 7.1 million for the period of January to July 2020. While two departments have some recent slight overspending compared to what was projected, the rest have underspending. However, spending for part-time teachers is expected, as usual, to be higher for the second part of the year – accounting for perhaps 2.5 million of the total. Also, around 2.5 million will be taken up with the delayed salary increase (dating back to October 2019). This will leave a more likely surplus in the region of 2 million.

Reasons for the surplus will include the usual buffer that is built into the budget and, among other things, less spent on staff travels due to covid-19, less spent on PhD defences which have been moved online due to covid-19, delays in hiring new positions due to covid-19, and reduced purchasing of goods and services of various kinds.

Covid-19 requires finding alternative solutions to longer term teaching as it is expected to be around for a while. The meeting discussed IT investments to these solutions. While teaching in the first wave was almost entirely online the University is now looking towards a more combined approach to simultaneous in-class and online teaching, also looking into recording lectures while facing GDPR challenges. Members shared some of the same challenges at their universities discussing the complex challenge technically to ensure quality for mixed in class and online teaching.

The meeting agreed that it is worth and necessary investing in improved IT that will facilitate both online and in class teaching. Part of the surplus will be focused on this together with hiring extra IT support. Surplus will also be focused on progress in implementing aspects of the Strategic Plan.

5. Rector's Report – Update and looking ahead (Paper 5)

The Rector gave a summary of his Rector's report shared ahead of the meeting (see report 5 for more details). One of the main challenges since covid-19 was making sure that students were able to complete the academic session successfully, and that final year students were able to graduate. Graduations were successfully held in June/July while a few, as expected, postponed their dissertation deadlines due to covid-19 taking effect and impacting on their progress in various ways.



The second covid-19 wave has come a bit earlier than anticipated here on the Faroes making some significant rearrangements necessary for the induction week which was however successfully held this week with new students on campus. Precautions were kept with social distancing, facemasks, and sanitizing available.

There was an increase in applications this year, both regarding quantity and quality, potentially due to covid-19 but also better marketing and promotion of the University. Efforts by the student counsellors and other staff are now being put in to keeping and maintaining good contact with students to try to reduce early issues with student retentions, and also to better understand the reasons for students leaving, which also supports goals in the Strategic Plan.

The plans for the additional intake of the nursing and pedagogue programs seems to have been confirmed in public statements in the parliament lately. These additional intakes would increase numbers of by around 60 per year, which would significantly increase the overall student number on campus over a four year period. Costed proposals have been put forward to the Ministry for both programs and a meeting is scheduled next week to discuss. The costings cover additional staff and also additional office and teaching accommodation for staff and students, as required.

The Board stressed that we need to be explicit to the Ministry about the need involved with the second annual intake of both programs which will include more funding first and foremost together with increased recruitment of teaching staff and additional venues.

A discussion followed from this about the issues posed by the current building for the pedagogue and teacher's program. The conditions at the building where teaching at the department is (Frælsið) are very far from ideal, which both staff and students have been highlighting, both within the University and in wider public discussions. The talk of a new campus has been renewed with the Rector on the Board of that group, but it has not progressed yet. Regardless, that will not solve the urgency of the building issue for the teacher and pedagogue program in the shorter term. Solutions like putting pavilions on the field outside of the building were considered, highlighting that this could become a doable solution for a shorter period (≈5 years). The department of education (NÁD) has for longer time also faced other challenges like discussed before, where the work with an external consultant has been halted due to lock down earlier this year. That challenge can also be partly linked to the overall building challenge of the faculty.

The Board suggested bringing the building issue forward to the Ministry coming from the Board itself. The Rector welcomed that initiative. It will be important at all meetings and discussions regarding the new intakes to stress the financial and buildings/space requirements.

The University has been successfully accepted to sign the Magna Charta Universitatum now and the translation to Faroese of the charter has been made available on their website making it their 50th translation.

A Board member came forward with a request from staff that communication and documentation going out should generally be in Faroese also, requesting that additional staff are allocated for translating. The Rector acknowledged and welcomed that and also highlighted that the Strategic Plan has a goal of establishing a language policy, detailed in paper 6. **It was decided that minutes for the Board meetings should also be translated to Faroese to support this request.**



10.10 -10.30: Comfort and Refreshment Break

The second half of the meeting began with a discussion about the appropriate focus of discussion at Board meetings, following an email exchange in which a Board member had responded to an aspect of the minute of the previous meeting and raised some wider issues about ongoing and planned changes at the University.

The Chair of the Board had responded to highlight that the appropriate focus for discussion at Board meetings is at the strategic level, rather than the operational level. The discussion further clarified that there are various other fora (including faculty meetings and the University-wide Collaboration Committee) at which staff are very welcome to express views on and discuss operational matters – indeed these are the appropriate fora for such discussions and decisions.

The Chair of the Board also, in his email response and at the meeting, stressed that having developed and agreed the Strategic Plan 2020-2024, it is the role of the Board to support the achievement of the commitments and priorities expressed in the Plan, including those which entail improving management systems and strengthening the administration of the University – which, after all, government has specifically funded.

The Chair invited comments from Board members and received extensive support for all aspects of his comments, both in his email and at the meeting.

6. Discussion: Next steps towards implementing the Strategic Plan amidst continuing covid uncertainties (Paper 6)

CC presented the document he had drafted to start the process of tracking the implementation of the Strategic Plan, and which he had shared ahead of the meeting – detailing the specified priorities of the Strategic Plan and commenting on progress and plans, including broad time frames for action. **It was agreed that in future presentations there will be more of a focus on the plans for specific time periods.**

Comments from Board members included support of having merged three programs in biology to two and also the work being done on the general engineering program. It was stated that this is also being done in other universities for reasons of providing broader foundations for students at bachelor's level, and also for reasons of resourcing and quality. However on the wider portfolio review, it will also be important to make progress in the coming months – even if only incrementally.

Regarding the data collection for the Strategic Plan, members discussed the importance of having a concept of what data we would like to collect per program to make a review in a more systematic way. It was further discussed how keeping track of alumni is done at other universities. In Denmark there are official statistics collected by the government which the University can use. Challenges are neglecting those that do not show in the statistics, for example those that start their own companies. Data protection law is also posing challenges to the task. Furthermore, it was put forward, as at previous meetings, to take account of the differences between discipline areas when tracking progress in, for instance, the R&E area – where different metrics might apply to humanities and social sciences as against natural sciences.



A further discussion took place on internal review processes for submissions for publications, which is one of the aims of the Research and Enterprise Unit. Here the importance of a positive approach to support for staff success in research was discussed and agreed. Some progress has already been made with this at the University to date, with peer review processes improving the quality of application to the Research Council. This has been commented on by both staff and the Research Council.

Members asked about the process of establishing annual reviews of all staff. Covid-19 has caused delays also meaning delays in getting extra resources for the HR function, causing delays to implementation of line manager function as well. However, despite this, there has been focus around progress to support and advance academic staff to associate professor promotions. Deputy deans are also to be appointed in faculties which will help getting forward with the annual reviews.

The members showed further appreciation for the progress that the Rector and staff have already made towards goals of the Strategic Plan, especially given the recent difficult circumstances with covid, and were impressed to where we have come so far.

7. Chair's concluding remarks and date and time of next meeting

The chair of the Board thanked for a good productive meeting. The next meeting will be on the morning of the 24th of November, probably online. Deputy members will be invited for participation as well. That will be the last meeting of this current Board.

The meeting finished at 12:00.

Sí føroyska útgávu av fundarfrásøgnini niðanfyri ↓



Endamálið við fundinum: At greiða stýrinum frá gongdini í seinastuni og umrøða næstu stigini, sum skulu takast fyri at seta strategiætlanina frá 2020-2024 í verk (meðan óvissan um koronu valdar).

Skrá:

1. Stýrisformaðurin bjóðar vælkomin
2. Góðkenning av skrá (skjal 2)
3. Góðkenning av fundarfrásøgn frá 26. mai 2020 (skjal 3)
4. Fíggjarfrágreiðing og fíggjarætlan fyri 2021 – frá fíggjarleiðaranum (skjal 4)
5. Frágreiðingin frá rektaranum – kunning og leiðin fram (skjal 5)

10:10 -10:30: Steðgur

6. Orðaskifti um næstu stigini, sum skulu takast, fyri at seta strategiætlanina í verk, meðan óvissan um koronu valdar (skjal 6)
7. Stýrisformaðurin tekur saman um og ásetir dag og tíð til næsta fund

1. Stýrisformaðurin bjóðar vælkomin

Stýrisformaðurin bjóðaði limunum vælkomnum og kunnaði um, hvørjir høvdu boðað frá forfalli.

2. Góðkenning av skrá (skjal 2)

Fundarskráin varð góðkend.

3. Góðkenning av fundarfrásøgn frá 26. mai 2020 (skjal 3)

Fundarfrágreiðingin frá seinasta fundi 26. mai 2020 varð góðkend. Síðani tá hevur eitt kjak tikið seg upp millum stýrslimirnir um eitt punkt í fundarfrásøgnini. Tað verður viðgjørt í seinnu helvt av hesum fundinum.

4. Fíggjarfrágreiðing og fíggjarætlan fyri 2021 – frá fíggjarleiðaranum (skjal 4)

Í løtuni er yvirskot á 7,1 milliónir fyri tíðarskeiðið januar-juli 2020. Meðan tvær av deildunum hava brúkt meira enn væntað, hava hinar deildirnar brúkt minni enn upprunaliga roknað varð við. Væntað verður, at lønarútreiðslurnar til leysalærarar sum vant eru hægri í heysthálvuni, mett til 2,5 millión. Aðrar 2,5 milliónir vóru settar av til lønarhækkingar í samband við nýggjar lønarsamráðingar hjá fakfeløgnum, sum enn ikki eru komnar í lag – undantikið Starvsmanafelagnum. Sostatt eru um 2 milliónir eftir.

Umframt tað áður nevnda, stendst restin av yvirskotinum m.a. av, at minni er brúkt upp á ferðing vegna korona, minni er brúkt upp á ph.d.-verjur, sum vórðu fluttar á netið vegna korona, starvssetanir eru seinkaðar, og minni er brúkt upp á útgerð og tænarur.

Korona krevur, at vit finna aðrar langtíðarloysnir til undirvísing, av tí at hetta væntandi kemur at ávirka okkum í longri tíð. Í tí sambandi varð tosað um íløgur í tøkniliga útgerð. Í tíðarskeiðinum fyrr í ár, tá starvsfólk vóru send heim at arbeiða, var nærum øll undirvísing online. Nú verður miðað ímóti at finna móguleikar, so at undirvísingin kann skipast sum nær- og fjarundirvísing samstundis – eisini við



møguleika at taka undirvísingina upp á video, havandi avbjóðingina við dátuverndarlógini í huga. Ført var fram, at tað er tøkniliga torført at tryggja góðsku við samansettari nær- og fjarundirvísing - tó týðningarmikið. Tí varð semja um, at umráðandi er at gera íløgur í betri tøkniliga útgerð til bæði nær- og fjarundirvísing. Partur av fíggjaryvirskotinum verður sostatt brúktur til hetta, og eisini til at seta eyka arbeiðsfólk til KT-support. Annað av yvirskotinum verður eisini brúkt upp á at fremja næstu stigini í strategiatlanini.

5. Frágreiðingin frá rektaranum – kunning og leiðin fram (skjal 5)

Rektarin legði síðani frágreiðingina fram, sum var send til limirnar áðrenn fundin (sí skjal 5 við nærri lýsing). Síðani korona kyknaði í fyrru lestrarhálvu, hevur verið miðað ímóti at tryggja, at tey lesandi fullføra lestrarárið, og eisini at tryggja at tey, sum eru á seinasta ári, fáa prógv. Hetta eydnaðist, og prógvhandanirnar vórðu hildnar í juni/juli. Tó, sum væntað, hava tað verið nøkur, sum hava útsett evstamarkið fyri høvuðsuppgávuna vegna ávirkan av koronu.

Onnur koronubylgjan kyknaði upp aftur eitt sindur fyrr enn væntað, og tí varð neyðugt at umskipa innleiðsluvikuna, sum tó væleydnað varð hildin fyrr í vikuni. Fyrlit vóru tikin í samband við almennu tilmælini um frástøðu, masku og reinføri.

Tað var vøkstur í umsókninum í ár samanboreið við undanfarna ár – bæði viðvíkjandi góðsku og mongd. Hetta stendst móguliga av samfelagsligu ávirkanini frá koronu, men kann eisini vera tí, at marknaðarføringin hevur verið betri í ár – bæði av útbúgvingunum og av Setrinum sum heild. Nú verður dentur lagdur á at tryggja gott samband við tey lesandi gjøgnum lestrarvegleiðingina. Hetta fyri at halda teimum til, so tað eydnast teimum at fullføra sínar útbúgvingar, og har tað ikki ber til, fyri at kenna orsakirnar til, hví lesandi gevast. Hetta stuðlar eisini undir málunum í strategiatlanini.

Ætlanin um upptøku av lesandi tvær ferðir um árið til útbúgvingarnar í námsfrøði og sjúkrarøkt hava nú eisini verið umrøddar á tingi. Við hesum vildi talið av lesandi hækkað við 60 um árið, og hevði økt munandi um samlaða talið av lesandi á Setrinum tey næstu fýra árin. Ein kostnaðarmeting av hesum er lögð fyri Mentamálaráðið, og ein fundur er á skránni til at umrøða hetta í næstu viku. Í kostnaðarmetingini er íroknað eyka störv og eyka høli til bæði starvsfólk og lesandi.

Stýrið legði áherðslu á, at vit mugu vera púra greið mótvegis Mentamálaráðnum, hvørjir tørvir fylgja við upptøku tvær ferðir árliga, harímillum hægri játtan, fleiri undirvísingarhøli og fleiri undirvísarar.

Hølisviðurskiptini á Námsvísindadeildini (NÁD) vóru síðani umrødd. Bygningurin á Frælsinum er slitin, sum bæði lesandi og starvsfólk fyrr hava ført fram. Ætlanirnar við einum nýggjum kampus eru settar á breddan aftur, nú rektarin er tilnevndur formaður í arbeiðsbólkinum, men viðgerðin er ikki farin í gongd enn. Óansæð vil hetta ikki loysa hølistrupulleikan á NÁD í fyrstu syftu. Umrøtt var at seta barrakkir á bøin uttanfyri, sum tær í Hoydølum. Hetta kundi verið ein mógulig stuttíðarloysn (≈5 ár). Umframt hølisviðurskiptini á NÁD, hevur deildin eisini havt aðrar avbjóðingar, sum áður umrøtt. Ein uttanhýsis ráðgevi hevur arbeitt við at loysa avbjóðingina saman við starvsfólkunum á deildini, men hetta arbeiðið bleiv seinkað vegna korona. Avbjóðingarnar á deildini sum heild stava helst lutvíst frá hølistrupulleikunum. **Viðmælt varð, at Stýrið sjálvt leggur hølistrupulleikan fram fyri Mentamálaráðið. Rektarin setti prís upp á tað uppskotið. Í hesum samskipti við Mentamálaráðið er umráðandi, at dentur verður lagdur á hvørji krøv upptøka tvær ferðir árliga setur til játtan og hølisviðurskiptini.**



Magna Charta Universitatum umsóknin hjá Setrinum er nú góðkend, og yvirlýsingin er umsett til føroyskt. Sostatt er føroyska útgávan 50. týðingin av yvirlýsingini, sum eisini er tøk á almennu heimasíðuni.

Ein av stýrisslimunum legði fram eitt ynski frá starvsfólkum um, at skjøl og samskipti frá leiðsluni skulu yvirhøvur verða á føroyskum, og skotið varð upp, at eyka fólk verða sett til at umseta. Rektarin viðurkendi tørvin og legði afturat, at eitt av málunum í strategiskjalinum ber at seta ein málpolitikk í verk, sí skjal 6. **Tískil varð avgjørt, at allar stýrisfundarfrásagnir skulu eisini umsetast til føroysk.**

10:10-10:30 Steðgur

Seinni parturin av fundinum byrjaði við einum orðaskifti um, hvat fokus er hóskandi til fundir á hesin stigi. Hetta kemur í kjalarvørrinum av einum teldupost-kjaki, sum hevur verið millum limirnar um eitt punkt í síðstu fundarfrágreiðing, og sum hevur førkað seg til eitt kjak um ætlanir og broytingar á Setrinum sum heild.

Stýrisformaðurin hevur viðmerkt, at orðaskifti og viðgerðir á stýrisfundum skulu verða á strategiskum stigi heldur enn operationellum. Harumframt varð orðað, at tað eru onnur forum ætlað til at kjakast um operationell viðurskipti og avgerðir, so sum á deildarfundum og í samstarvsnevndini. Hetta verður tað eisini eggjað til.

Víðari hevur verið ført fram av stýrisformanninum, at við tað at Stýrið hevur ment og viðtikið strategi-skjalið 2020-2024, er uppgávan hjá stýrisslimunum at stuðla undir máluni og raðfestingarnar, sum skjalið tilskilar – harav menning av leiðslubygnaði og at styrkja fyrisingina á Setrinum, sum serlig játtan er sett av til.

Tikið hevur verið undir við sjónarmiðinum hjá stýrisformanninum hesum viðvíkjandi, bæði í teldupostsamskipti áðrenn fundin og á fundinum sjálvum.

6. Orðaskifti um næstu stigin, sum skulu takast, fyri at seta strategiætlanina í verk, meðan óvissan um koronu valdar (skjal 6)

Rektarin legði skjalið fram, sum nágrenar, hvar vit eru í gongdini við at seta strategiætlanina í verk við raðfestingum og viðmerkingum um gongdina. **Ynski var, at skjalið skal lýsast við meir nágreniligum tíðarfreistum til komandi framløgur av hesum skjali.**

Viðmerkingar til skjalið vóru undirtøka til umskipping av útbúgvingum, so sum at lívfrøði hevur lagt triggjar útbúgvingar saman til tvær, og at verkfrøðiútbúgvingin byggir nú á eitt breiðari grundarlag. Nevnt varð, at hesin leisturin verður eisini fylgdur á øðrum fróðskaparsetrum fyri at veita eitt breiðari grundarlag til tann lesandi á bachelorstigi, og eisini fyri at tryggja góðsku og tilfeingi.

Viðvíkjandi dátuinnsavning í sambandi við at fremja máluni í strategiætlanini var orðaskifti um týðningin av at gera sær greitt, hvat fyri dátur eru neyðugar fyri at fáa eina betri skipaða eftirmeting av útbúgvingunum. Tað varð víðari tosað um, hvussu onnur fróðskaparsetur fylgja við arbeiðsleiðini hjá teirra útbúnu (alumni). Í Danmark er tað almenna hagstovan Danmarks statistik, sum savnar inn hagtøl, og hesi kunnu fróðskaparsetrini síðani brúka til eftirmeting. Avbjóðingin er, at tey, sum eru byrjað við egnari fyrirøku og ikki eru í starvi hjá einum arbeiðsgevara, detta niður í millum í hagtølunum. Dátuverndarlógin setur eisini avmarkingar fyri slíkari dátuinnsavning. Eisini varð ført fram, at týðningarmikið er, at taka hædd fyri, hvussu ymisk fakøkini eru, tá dáturnar verða eftirmettar – somu frymlar eru ikki neyðturviliga gagnligir, tá talan er um eftirmeting av samfelagsvísindum, hugvísindum ella náttúruvísindum.

Ein av arbeiðssetningunum hjá Granskingar – og framtakseindini er at skipa eina innanhýsis undanmeting av tí tilfari, sum skal latast til javnlíkametta,



vísindaliga útgávu. Stýrið umrøddi mannagongdir til hetta, og legði dent á, at umráðandi er, at hava eina jaliga tilgongd, sum stuðlar framgongd hjá granskararum. Nøkur framstig eru longu gjørd hesum viðvíkjandi, við tað at nú verða umsóknir fyrst góðskutryggjaðar innanhýsis, áðrenn tær verða sendar Granskingarráðnum. Bæði starvsfólk og Granskingarráðið hava jaliga viðmerkt hetta.

Spurt var um gongdina við at leggja árligu starvsfólkasamrøðurnar til rættis. Ein starvssetan á HR-deildini er seinkað vegna korona, og íverksetan av millumleiðaraskipanini hevur eisini verið seinkað vegna korona. Sostatt hevur hetta samanumtikið viðført seinking av starvsfólkasamrøðum. Tó so hevur framgongd verið við at skipa mannagongdir í samband við professaraframflytingar og at stuðla framstig á økinum. Allar deildirnar, sum ikki longu hava, fara í næstum at fáa ein varadekan, og hetta er eisini ein liður í at fáa starvsfólkasamrøðurnar í lag.

Stýrisslimirnir søgdu seg virðismeta arbeiðið, sum rektarin og starvsfólk hava lagt í fyrri at seta strategiætlanina í verk higartil. Teir hildu framgongdina vera merkisverda, havandi í huga hesa seinastu tíðina, har korona hevur ávirkað umstøðurnar.

7. Stýrisformaðurin tekur saman um og ásetir dag og tíð til næsta fund.

Stýrisformaðurin endaði við at takka fyrri ein góðan og produktivan fund. Næsti stýrisfundur verður 24. november, væntandi sum netfundur. Varalimir fáa eisini fundarboð. Komandi fundurin verður tann seinasti við verandi stýrisslimum.