Communication 3.1
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Vi har valt att dela upp detta i två olika delar, att kommunicera en intern identitet och en extern identitet. Vi ser också att vårt område är starkt kopplad till område 4 om *impact on society*.

Innehåll

Kommunicera vår identitet internt

Vår problembeskrivning

Vad är tillhörigheten, ämne eller metod? Gynnsamt för det sociala klimatet på arbetsplatsen. Heterogenitet och homogenitet.

Grupper ska vara en styrka, inte egentligen för att skapa vi och om känsla.
Forskargruppernas identitet är grunden för en stark internt identitet - hur kan vi jobba med det?
Samarbetet och de gemensamma nämnarna är nyckeln. Tillhörighet till gruppen måste finnas, inte mellan alla de individuella personerna.

Förslag till förändringar

Förslag på övning

Vad heter vi och vad gör vi? En övning på t ex Wenngarn där varje forskargrupp får tid att prata om vad som är de gemensamma nämnarna. Varför är vi en grupp? Good to great, vilka sitter i båten och sen mål. Inte mål först.

Seminarieseriens vara eller icke vara

Kör doktorandkurser för forskargruppen, så känner doktoranderna tillhörighet och gemenskap. För att komma ihop kring något. Istället för att presentera sitt eget arbete, som ofta är fragmenterat. Arbeta med detta istället för den universella seminarieserien mellan forskargrupperna som vi aldrig riktigt verkar få att fungera.

Kanske behöver vi dock tänka om kring att vi inte är så bra på seminarier? Environmentalgruppen gör det. DMMB har gjort det under hösten. Supply chain ska nu börja. Så egentligen behöver REG ta tag i detta. Det sociala incitamentet är det som ska styra.

Super-fika seminarier är jätteviktigt! Bra för informationsspridning inom institutionen.

Hur får vi andra att engagera sig på ett vänligt sätt?
Vi behöver högt i tak i kulturen. Det kan vara lättare att få till vid en doktorandkurser än när alla presenterar sin forskning.

> **Commented [AR1]:** Vart kan vi lägga in detta?

Ett bra exempel

Vad gör applied analysis group som gör de framgångsrika när det kommer till akademisk identitet?
Metoden är relativt lika. Gemensam teoretisk bakgrund. Uppdraget för gruppen är tydligt och gemensamt. Konsulterar varandra konstant.
Svårt att få nyanställda att se öppenheten som en fördel. Ihärdig introduktion av nyanställda, valla in de i en ny kultur.

Kommunicera vår identitet externt

Externt handlar det mer om en individuell identitet som ska kommuniceras av varje enskild anställd.

Vår problembeskrivning

Incitamenten för att nå ut till allmänheten är dåliga, det påverkar vår externa identitet.

> **Commented [AR2]:** Hur?

Förslag till förändringar

Tips till enskilda forskare

Kan vi finnas tillgängliga på mässor? T ex Borgeby, vilka andra strategiska konferenser finns? Mässdeltagare och mässutställare. Media är där. Studenter med uppsatser kan presentera sin forskning. Intresse och tid är det som styr. Hur kan vi främja det?

Var finns politikerna? Och vart kan vi få impact?

Skriva på svenska till departementet, uppdrag. Problemlösande. Det ger media. Enkla och klara sammanfattningar om alla papper. Skicka ut detta och erbjud seminarie.

Incitament

Pressrelease, policy briefs.

Presentationer om metoder. T ex såhär skriver du en krönika, en policy brief.

Akademiska incitament, vad får vi cred för? Kan vi ha ett eget internt system
Hur kan vi uppmärksamma att någon gör t ex en krönika. Via hemsidan t ex. Viktigt för studenterna. Ger positiva cirklar. "aktuellt" konferenser och workshops. Snabba saker.

Finns det något pris vi kan ge? Uppmärksamhet och ära. Hur ger vi det tyngd? Vad kan vi mäta, vad frågar vi efter? Tredje uppgiften. Hur kan vi spinna vidare på impact från Kon?

Dra nytta av andra uppgiften

Impact via studenterna och mot studenterna.

Namnbyte

Var är business administration i namnet?

Task 2: "Ideas and suggestions for recruitment and strengthened cooperation with academic partners"

Efi Kyriakopoulou, Gordana Manevska-Tasevska & Jens Rommel

Background and Motivation

Much of our research is collaborative. Even individual projects benefit from comments and suggestions from colleagues. Maintaining a vibrant academic exchange culture in the department is critical for our continued success in research and teaching. Our group had the task to propose some measures to enhance cooperation and widen our networks.

Actual Suggestions (the Plan)

- **Consolidate seminars and find a common date.** We propose to agree on a fixed day and time for seminars. This will allow us to form a habit of attending seminars. Coordination between groups could ensure that there are no overlaps. We propose Wednesdays, either from 12 am to 1 pm in the form of lunch seminars or from 1 pm to 2 pm (time to be discussed).

- **Invite more external speakers.** We should aim for more external seminars. If there is a budget, the groups could take turns in inviting external researchers for seminars. Ideally, these should be complemented by dinner/lunch with some people from the department to strengthen our networks (budget issues and seminar organizers to be discussed). Efi and Jens could organize the seminars this academic year (2018-2019).

- **If we have guests, ask them to give a seminar.** We frequently have visitors for defenses or other events. In the past, we have often asked guests to present their research. We should continue to do so and make sure to keep this in mind when scheduling events.

- **Advertise events long-term and more consistently.** Make sure seminars dates can be accessed easily. Having a print out of dates in the kitchen/lunch room may be one option.

- **Share information on interesting seminars elsewhere.** If you hear about interesting seminars at Uppsala University or in Stockholm, feel free to share the news via ekon-alla (or talk to seminar organizers). Conversely, advertise our seminars to others who might be interested.

- **Host more international events.** We should make sure to organize smaller conferences, workshops every now and then. We may also volunteer more to host consortium meetings of EU projects etc. If we have high-level visitors in the context of such events, we should also think about seminars etc.

- **Enhance cooperation in recruitment with key strategic partners.** We should make sure that open positions are shared in the important networks and that our key partners are aware of open positions and willing to communicate them to potential candidates.

- **Further extend joint supervision of theses.** We believe that the joint supervision of theses is a good starting point for further cooperation.

- **Make sure SuperFika tradition continues.** Super-Fikas are an excellent opportunity to present on organizational issues or to have a quick informal research presentation. We should continue to organize SuperFikas.

- **Use social media and alumni network to maintain good relationships with non-academic partners.** We may use social media or the alumni network to stay in touch with alumni, both academic and non-academic for various purposes (future recruitment, joint proposals).

Task: "Ideas and suggestions for how to strengthen the/a PhD focus"

Helena Hansson, Chrysoula Morfi, Wondmagegn Tafesse Tirkaso, Tobias Häggmark Svensson, Katalin Simon, Nina Lind, Katarina Labajova, Sandra Nordmark

Background and Motivation

Our group have discussed issues related to increasing the PhD focus at the department. Below we have identified six task which could easily be implemented.
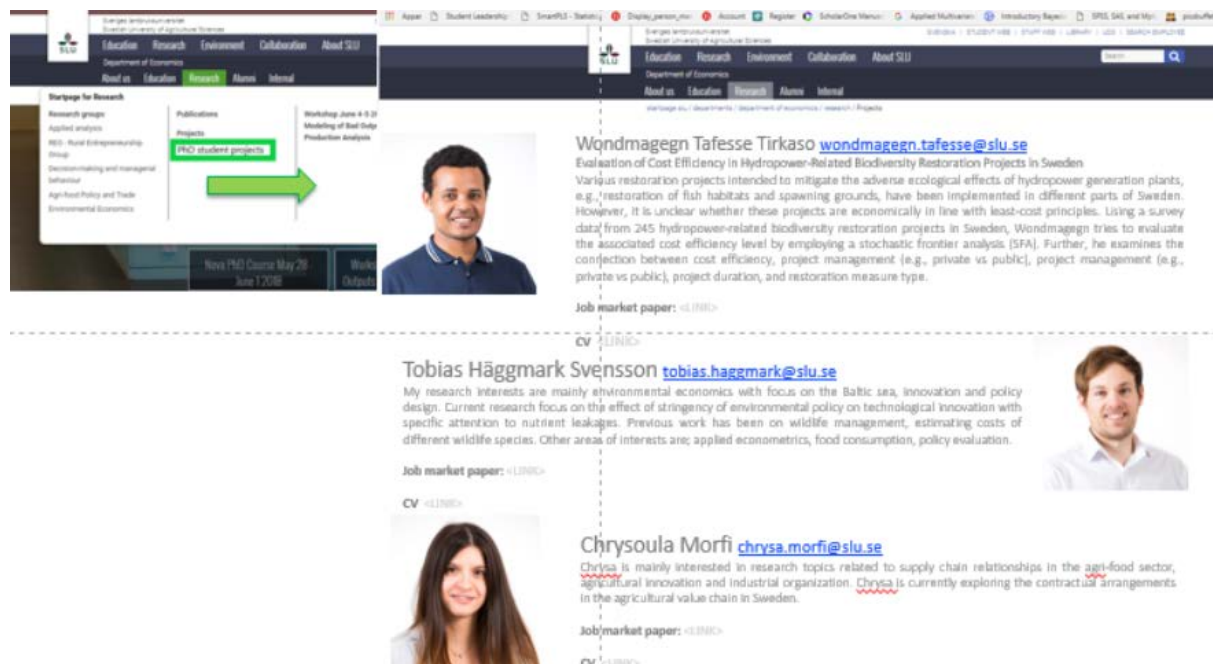
Identified key issues:

- Job market papers
- Description of PhD student projects on the website
- Involve Postdocs in PhD students projects as co-supervisors
- Invite top (ranked) researchers
- Industries and authorities – societal value
- Funding

Suggestions on how to work with the key issues

Job market papers and Description of PhD student projects on the website:

We suggest to implement job markets papers for all PhD students at the department. Further we suggest to update the website presenting the PhD student projects where also the job market paper can be posted. See example on how this could be posted on the website below:

Postdocs as co-supervisors

We suggest to involve Postdocs in PhD students projects as co-supervisors. This would be beneficial to the department as a whole. 1) Merits for Postdoc for future career development, 2) PhD students and postdoc network and 3) Increased cooperation within the department

Invite top (ranked) researchers

Circulate information about visiting researchers. Short introductory presentation during Superfika with focus on more popular scientific introduction to the field. Include invited top researchers into our seminar series, a shared common outlook invitation with invitations to seminars (to be implemented with Task 2)

Industries and authorities

Increase the involvement and cooperation with industries and authorities to ensure and increase the societal value of our research. Increase the cooperation with society to spread knowledge of what we do. Invite industries and authorities to see where we have common ground/interest (i.e. beneficial when writing applications).

Funding

Funding is needed to ensure that there are new PhDs (PhD students, Postdocs, Junior researchers etc.) coming in to the department. One suggestion that our group have is to arrange a common folder with examples of successful applications vs. non-successful ones to help each other out.

Other suggestions which have been discussed are 1) Supervisors include PhD students when writing applications to increase experience and 2) arrange sessions on how to write proposals.

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Taskforce 5
"Ideas & suggestions for the pursuit to secure larger & more stable funding"
Anna Lindblom Eriksson, Assem Abu Hatab, Jens Rommel and Wondmagegn Tirkaso

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Background and Motivation

Securing external funding for research is essential for creating an enabling research environment and attracting promising research talents. In the context of a rapidly changing landscape for research funding, our research is increasingly facing major challenges including that *i*) funding organizations require that research becomes more and more interdisciplinary and internationalized; *ii*) research is increasingly expected to be socially relevant; and *iii*) competition for external research funding is increasingly intensified.

Goal

The aim of Taskforce 5 is to increase and diversify the ability of the Department to attract internal and external research funding in order to maintain a sustainable level of research funding to pursue our research activities.

Action Plan

To achieve our goal, we will work towards the following:

1. Setting-up a Proposal Clinic

- *Objective*:
  - ➤ While the competition over research funding is increasingly intensified, it is of utmost importance that the quality of our applications improve constantly. The proposed Proposal Clinic will provide a platform for grant applicants at the department to present and get peer-feedback on their project proposal in advance of the submission of their applications. This will help improve the internal quality assurance process for our grant applications.

- *Implementation plan*:
  - ➤ A grant advisory group (GAG) will be constituted from representatives of the research groups (one member per research group), a representative of the administrative group, and a coordinator from Taskforce 2. Specially, representatives of research groups are expected to be senior and experienced researchers who received research funding during the past 5 years. We believe that senior researchers should collaborate with younger researchers on drafting applications, as this will provide a natural setting for transferring important skills and know-how regarding how to make successful applications.
  - ➤ Grant applicants will contact the coordinator of GAG to book appointments at the Proposal Clinic. The coordinator will then prepare and distribute a schedule for the Proposal Clinics. At least, a meeting will be held every two months.
  - ➤ During each meeting, grant applicants will be given the opportunity to present their project idea and plan. Then, the GAG and other participants will give feedback and comments to help them scrutinize their proposals.

- *Questions for discussion*
  - ➤ How to motivate senior researchers to be part of the GAG? What incentives could be provided?
  - ➤ How to ensure that intellectual property are well protected?

2. Creating a Comprehensive Funding Database

- *Objective:*
  - ➤ Our aim is to create updateable and internally accessible database to provide extensive information to the department staff about funding sources and calls for proposals both in Sweden and internationally. Fellowships and studentships will also be referenced. This database will map the funding landscape for economics research, keep us well informed about relevant calls for proposals, and help us identify potential resources for research funding.

- *Implementation plan:*
  - ➤ As a starting point, a member of Taskforce 5 will collect information (e.g. through a survey) from the department staff about major funding sources in their respective research areas.
  - ➤ This information will be used to sketch out the database and identify the details that should be included regarding grant-providing agencies and calls of proposals.

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➢ With IT support, an electronic platform will be set up to allow for selective searches with extensive filtering capabilities of information on both national and international funding. Department staff will be able to register to receive e-mail notifications regarding grants announcements from the database and customize these e-mail alerts based on funding opportunity, selected agencies and categories of funding activities, selected interests and eligibility groups, or all grant notices.

- *Questions for discussion*
  ➢ Do we have financial resources to develop the proposed database? Will it pay off?
  ➢ Who and how can we maintain and keep the database updated?

3. Publishing a Department e-Newsletter

- *Objective*:

We believe that a strong research networking nationally and internationally is one of the main paths forward, not only in increasing the quality of research, but also in creating the foundation for future funding. We also recognize that stakeholders' involvement in research project is increasingly becoming a major success factor for grant applications. Thus, the aim of the proposed newsletter is to create a formal means of communication with other academic departments within and outside SLU and key non-academic stakeholders in Sweden and internationally. The newsletter will provide a brief summary of what we are doing and what is happening in our department. This will include, for instance; information about our research projects, published works, educational programmes, seminars, conference presentations, and other notable achievements. In the medium to long run, this newsletter will spark interest in, and increase recognition of our department by relevant society organizations in Sweden and by relevant international stakeholders. This will facilitate consortium-building processes for our grant applications, help us engage relevant stakeholders in our grant applications, and enhance the societal impact of our research projects.

- *Implementation plan:*
  ➢ A member from Taskforce 5 will collect information (e.g. through a survey) from the department staff about academic and non-academic stakeholders whom they think are of strategic importance to our department from a funding perspective. A final list including names (institutions and/or persons) and email addresses of these stakeholders will be created.
  ➢ Coordinators of research groups will collect information from members of their groups about their research activities, achievements and other relevant news. A member of Workforce 5 will receive, filter and categorize this information.
  ➢ A committee will be constituted from the department staff to gather every two-months to discuss and decide on what to be included in the forthcoming issue of the e-newsletter. It may be useful to provide some training to this group on editing, publishing non-academic content and writing for non-academic audience.
  ➢ The final content will be sent for language editing and proofreading.
  ➢ Finally, the final version of the e-newsletter will be published on our department website and disseminated via email to stakeholders on quarterly basis. Anyone curious about what is going on at our department will be welcome to subscribe to the newsletter and recipients will be given the option to unsubscribe.

- *Questions for discussion*
  ➢ Do we have financial resources to publish and maintain the newsletter?

4. Developing an Incentive Policy for External Funding

- *Objective*:
  ➢ Proposal writing and applying for grants are time-consuming tasks, and therefore, it is essential to develop an incentive policy at the department level to support and reward staff time and efforts, and stimulate activities associated with applying for externally funded research.

- *Implementation plan: (has not been yet developed but the following are some ideas)*
  ➢ Department staff who are effective in securing external funds while maintaining their other research and teaching responsibilities should be eligible for the incentive.
  ➢ Co-financing of projects from the department and the provision of supplemental funds for research expenses and non-monetary incentives (e.g. networking).

- *Questions for discussion*
- What are your ideas for developing such an incentive policy?

Taskforce
"Alumni network"

George Marbuah, Franklin Amuakwa Mensah, Mikaela Lönn, Emma Arias Olsson, Abenezer Zeleke Aklilu

Background and Motivation

We were tasked to explore ways to form a vibrant alumni network at our department. We have discussed and initiated several programs to achieve this goal.

Actions taken

Activities
1. Special email address for the network: ekon-alumni@slu.se
2. Button on department website to sign-up to the network https://www.slu.se/en/departments/economics/alumni/
3. Met with SLU Alumni, the university network for alumni, to learn more about their activities and how we can cooperate and complement each other.
4. Participated in SLU thesis day with poster about the network and also asked final year students to join the network (in total, we have about 40 individuals who have signed up now)

Planned Action

Suggestion		Task		Who?	
a.	List on department website with names of graduates from our department, starting with PhD, and including year of graduation and a link to the dissertation.	1. 2.	Ask SLU's GDPR-officer if we are allowed to put up such a list without the graduates' permission. Publish the list on the department website.	1. 2.	Emma Emma
b.	Button on department website to subscribe on newsletter	1.	Add button on website	1.	Emma
c.	Newsletter email, biannual: New employees, dissertations, research news etc.	1.	Collect and write newsletter to distribute to mailing list	1.	Part of someone's regular duties
d.	Offer local networks in different parts of Sweden and in other countries or geographical regions.				
e.	Annual social event, either department dinner (for PhD-alumni) or other occasion, with additional content of interest for	1.	First time just gather ideas of what alumni want us to offer		

alumni. See also previous
notes for ideas on content.

The environmental PhD alumni invited to the dinner arranged on Ing-Marie's initiative, were interested in our research and its policy relevance. This can give us an idea of what kind of content the senior alumni would request from our network.

Promotion

Activities
1. Page on **LinkedIn** to invite and communicate with alumni
2. Promote the idea of a formal graduation day on faculty or university level.
3. Participate at graduation day with slideshow of past alumni (pic+caption), gift bags, sign-up.

Task force topic - How to manage the 'support of vibrant research culture' – *organizational perspectives*

Task group members: Per-Anders Langendahl and Richard Ferguson

Suggestions for and reflections on creating a vibrant research culture

Our process: We have met three times to specifically discuss this task – to arrive at suggestions for how to create a vibrant research culture – and have discussed our ideas informally with others, as opportunities have presented themselves.

A key issue has been identifying our understanding of what a *vibrant research culture* is. Synonyms of *vibrant* include energetic, exciting, and lively, which might lead us to think about a *positive social culture* where we can conduct our research. On the other hand, we might interpret *vibrant research culture* to be a culture where *vibrant research* is conducted – that is research that is exciting and lively. Of course, the two need not be mutually exclusive, and while our following suggestions primarily target the first interpretation, we believe they all can also contribute to the second interpretation.

Three suggestions to develop and support a vibrant research culture

1) Research group writing retreat – Three to five consecutive days dedicated to academic research writing in a "removed" environment. Each day includes a short meeting where daily goals and feedback on ideas are discussed; individual and small group writing; and collective breaks and meals. This activity enables a focus on research writing (away from daily tasks and teaching duties), provides group support to individual work, and gives space for social-group development.

2) Attend conferences and workshops together – Choose a suitable conference or workshop that the research group as a whole makes the effort to attend. While members in many of our research groups have specialized needs, finding one annual event that the group attends gives a shared structure and focus in the preparation of papers, etc., and travel and participation in the event as a group stimulated "team spirit". An additional value is the increased visibility of the group and its contributions that is achieved "by volume".

3) Develop and maintain group routines – Group routines, such as bi-weekly info meetings, regular article seminars, routines for maintenance of a web site, in-group recognition/celebration of publications, annual group dinner, etc. create group identity, structure, information exchange, social interaction, and sometimes even creativity. We do not believe there is any magic formula here, and as always, structure needs to fit with agency if it is not to be a hinder. Appropriate structure, however, supports group identity and can contribute to a space for "vibrant" work.