

Instituttstyremøte 6/2020			
Osdag 16. desember kl. 0900-1200			
STED: På Zoom			
Deltakere:	Tilstede	Reprenterere	Meldt forfall
Brit Lisa Skjelkvåle		Instituttleder	
Arvid Nøttvedt		Ekstern representant	
Jens Jahren		Vitenskapelig ansatt	
Lena Merete Tallaksen		Vitenskapelig ansatt	
Trond Helge Torsvik		Vitenskapelig ansatt	
Elisabeth Alve		Vitenskapelig ansatt, vararepresentant	
Andreas Max Kääb		Vitenskapelig ansatt, vararepresentant	
		Vitenskapelig ansatt, vararepresentant	
Mika Lanzky		Midl. vitenskapelig ansatt	
Andreas Alexander		Midl. vitenskapelig ansatt	
Inger Helene H. Karset		Midl. vitenskapelig ansatt	
Michael Heeremans		Teknisk/administrativ ansatt	
Thor Axel Thorsen		Teknisk/administrativ ansatt, vararepresentant	
Gunn Kristin Tjøflot		Teknisk/administrativ ansatt, vararepresentant	
Kristoffer Sundsmoen		Student	
Torjus Haakens		Student	
Ragnhild Møgedal		Student, vararepresentant	
Guro Lilledal Andersen		Student, vararepresentant	
Anne Cathrine Modahl		Referent	
Helge Hellevang		Instituttverneombud	
*de som er merket med lys grønt er valgte representanter			



Instituttstyremøte 6/2020

Onsdag 16. desember kl. 0900-1200

STED: På Zoom

Før styremøtet starter vil vi få en kort presentasjon av hver av de fire SFF-søknadene våre (med et lite forbehold – noen har litt problemer med tidspunktet)

Agenda styremøtet

- Sak 2020/41 Godkjenning av innkalling og saksliste
- Sak 2020/42 Godkjenning av referat styremøte 5/2020
- Sak 2020/43 Vedtakssak: Strategi
- Sak 2020/44 Saker til orientering

Eventuelt

Sak 2020/41 Godkjenning av innkalling og saksliste

Forslag til vedtak:

Instituttstyret godkjenner innkalling og saksliste

Sak 2020/42 Godkjenning av referat fra styremøte 5/2020

Forslag til vedtak:

Instituttstyret godkjenner referatet

Sak 2020/43 Strategi for Institutt for geofag 2021 - 2025

Sakstype:	Vedtaks sak
Saksnr:	2020/43, 2020/37, 2020/31, 2020/24
Møtedato:	18. desember 2020
Saksbehandler:	Brit Lisa Skjelkvåle/Thor Thorsen
Vedlegg:	

Vi har nå holdt på med en strategiprosess på instituttet i over ett år, og nå nærmer vi oss faktisk slutten.

- **Møte nr 1: Kick-off Strategiseminar:** 8.10.2019
 - Introduksjon til strategiprosessen og en diskusjon om hva en strategi er
- **Høst/vinter 19/20**
 - SWOT-analyse i hver seksjon
 - Diskusjon med en gruppe yngre forskere (faste vitenskapelige + en midlertidig) om hvordan man skal utvikle en strategi
- **Møte nr 2:** 17.06.2020. Zoom. (ca 60 deltagere)
 - **Kapittel 1:** Visjon og ambisjon for instituttet
- **Møte nr 3:** 22.10.2020. Zoom; 12:00 – 15:00 (ca 80 deltagere)
 - Presentasjon av hvordan instituttet rangeres på europeisk nivå de siste 3-5 årene. Hva bør vi gjøre for å fortsatt være der, og bli enda bedre.
 - **Kapittel 2:** Instituttets fagområder i neste strategi periode
- **Møte nr 4:** 2.12.2020 Zoom 13-14.30 (ca 50 deltagere)
 - **Chapter 3:** Mål og tiltak for å møte strategien

Vi har opprette en egen side på vårt intranett, der alle dokumentene ligger ute og der alle kan gi kommentarer og innspill. [Utarbeidelse av ny strategi - For ansatte - Universitetet i Oslo \(uio.no\)](https://www.uio.no/utarbeidelse-av-ny-strategi-for-ansatte)

Prosessessen har i all hovedsak foregått på engelsk for å inkludere alle på instituttet. Ferdig strategi vil foreligge både på norsk og engelsk.

Vi har nå kommet så langt at vi har et utkast til en strategi. Alle delen har vært gjenstand for åpne prosesser på instituttet og denne versjonen som ligger i styrepapirene under denne saken, er også tilgjengelig for alle på instituttet.

Plan fram til ferdigstilling:

- Diskusjon på styremøtet her i dag
- Utkastet ligger også ute til høring på instituttet
- Ledergruppa på instituttet tar innspillene fra styremøtet og den åpne høringen på instituttet inn i dokumentet og ferdigstiller dette til første styremøte i 2021
- Første styremøte i 2021: Strategien er klar for å vedtas.

Det som står igjen er

- Se over at vi har fått med alt som bør med – temaer, fagområder, ikke minst på avsnittene om hva instituttet skal gjøre for å nå målene
- Gå over de forskjellige avsnittene og optimalisere teksten slik at den blir så kort som mulig uten å miste betydningen i innholdet
- Det står også noe igjen på å skrive om infrastruktur – dette avsnittet er ikke helt ferdig
- Se at det er balanse mellom hva vi skriver i kapittel 1, 2 og 3 – dvs at det ikke står noe ett sted som ikke står et annet sted. Disse tre kapitlene bør være overensstemmede
- Korrekturlese og finpusse språk.

I denne saken et det et ønske om en åpen diskusjon om strategiens form og innhold.

Forslag til vedtak:

Instituttstyret har følgende innspill til strategien:

Instituttstyret ønsker å se en ferdig versjon av strategien til første styremøte i 2021

The dynamic Earth

Department of Geosciences - Strategy 2021-2025

Draft 9.12.2020

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1. Vision and ambition

The Department of geoscience primary tasks are to conduct research, education, dissemination and innovation in the field of geosciences. The institute covers a wide breadth of the geosciences; from mantle and lithosphere dynamics on Earth and other planets, via surface processes in the boundary layers between earth surface and the air, to the development of the hydrosphere, atmosphere and biosphere - as well as their interaction. This broad knowledge is one of the department's national and international characteristics.

Our vision is to increase our knowledge of the dynamic Earth and planetary systems and to pass it on to future generations

Our profile is diverse, but this diversity also holds great and unique potential for innovation in the future. Present day societal challenges are characterized by complex issues that often require multidisciplinary and transdisciplinary way of thinking to succeed. Our broad professional profile is our strength, as we can address such complex issues.

Our ambition for the strategy period is to be among the top five Departments in geosciences in Europe

As part of Norway's oldest and foremost university, we have a clear responsibility for conducting excellent, curiosity-driven basic research. We also have a responsibility to contribute research-based knowledge to solve societal challenges related to climate, environment, energy, natural hazards and sustainable resources. This include active contribution to reach United Nations sustainable development goals (UN SGD).

The department has and have had several world-leading basic research environments focusing on a wide understanding of geoscientific processes. The department must contribute to build professional research groups that are strong enough to fund large research projects with support from the NFR, EU/ERC, or other sources of funding. In order to be successful in national and international competition for research funding within the departments priority topics, the department needs both researchers with deep disciplinary expertise and motivation to use this in interdisciplinary projects, and we need researchers at the intersection of disciplines. When hiring for permanent positions, we must seek for candidates who already have or have the potential to develop to a professional level where they can compete for the most prestigious projects from ERC/EU and NFR, which will contribute to the future establishment of leading research groups at the department.

The faculty's vision is that "Our candidates shall be successful both academically and professionally" and that we will develop a "culture of learning". The department shall provide teaching on a large breadth of the geosciences. The teachers of the future should not only disseminate disciplinary knowledge in a traditional way, but also be able to educate future candidates in line with the faculty's and University's visions. Our education shall be relevant for further careers in research and education, business and industry, public administration and consultancy work.

Fieldwork, observations, experiments, measurements and mathematical and computational models are all essential parts of geosciences. Digitalization and computational science to handle large amounts of data is a crucial part of the faculty's strategy and it is critical for the department's researchers to contribute to professional development in all these fields. The department must maintain sufficient technical knowledge in all these areas within scientific and technical-administrative staff to be able to develop to the level necessary for a leading research and teaching environment.

In order to maintain and develop our position as an outstanding research and study site, our Department shall

- represent renewal of the geosciences, with the ability to do interdisciplinary, innovative and bold science
- produce basic and applied research at the highest international level
- actively participate in research policy work
- propose an attractive researcher education
- be an attractive place to study, with a good influx of students and a high degree of completion
- have teachers with have a solid pedagogical foundation, and the Scholarship of Teaching and Learning (SoTL) principles are used in development of our study programs.
- be an attractive workplace with competent support and service functions for staff and students
- develop state-of-the-art research infrastructures

Important challenges for the department during the strategy period are to:

- recruit academic staff at the highest international level
- enable career development for non-permanent staff
- attract new students, reduce dropouts and increase completion rate
- sustain high quality laboratory and field teaching capabilities
- have access to appropriate premises and adequate working areas
- secure the economy

In the strategy for UiO - *Strategy 2030: Knowledge - responsibility - commitment: For a sustainable world* - UiO aims to be among the best European universities. In particular, the University aims to strengthen its position as an internationally leading research university through collaboration across research, education, dissemination and innovation.

In the strategy of MN Faculty - *Knowledge Development for a Changing World - Science and Technology towards 2030* - the faculty's ambition is to be among Europe's leading research, education and innovation environments.

It is the task of the Department of Geosciences to develop an ambitious strategy to achieve these goals.

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Strategy 2030 Knowledge – responsibility – commitment: For a sustainable world

The University of Oslo will:

- Promote independent, ground-breaking, long-term research
- Educate students with the knowledge, ability and willingness to create a better world
- Strengthen the dialogue with the outside world and work to ensure that knowledge is put to use
- Be an innovative organization and an attractive place of work and study

MN Strategy: Knowledge development in a changing world - Science and technology towards 2030

The cornerstone of our activities is free and independent thought.

- **The lead lies in research:** The Faculty shall meet the challenges of the future through research at a high international level.
- **Culture for learning:** Our candidates shall be successful both academically and professionally.
- **Knowledge in use:** Our academic communities shall be the leading partners for the business sector and entities in the public sector.
- **Focusing on people:** The Faculty shall be an attractive and inclusive place of work and study.

2. Geoscience for the future

The world is facing major challenges related to climate change, demand for resources, and protection of the environment in a world with a growing population that is using an increasing amount of resources. Geoscience is an essential research area to contribute to solutions in these key areas.

In order to contribute beneficially toward the global challenges our future holds, it is crucial that we have a deep understanding of the dynamic nature of the Earth on geological time scales. Our knowledge must span from understanding processes on a subatomic scale to planetary scale, to the evolution of various planetary bodies and how life has evolved, to the complex dynamics within our daily lives related to the use of resources and impacts to climate. We aim to observe and model large processes connecting the Earth's spheres: the lithosphere, the hydrosphere, the cryosphere, the atmosphere and the biosphere.

Geosciences encompasses curiosity driven, blue sky research related to understanding the dynamic Earth, and concrete and applied science related to a sustainable and green economy, and to understanding and mitigating geo-hazards and climate change. Geoscience is a key science to support the United Nations 17 Sustainability Development Goals (SDGs). The aim of the SDGs is to ensure economic and social equality by 2030, while at the same time tackling climate change and preserving the environment. Geoscience can contribute towards addressing major environmental challenges such as climate change, environmental impacts, transition to green energy, sustainable use of resources, wide access to education, and more. The SDGs point to a holistic approach to solving societal challenges and thus, focus on inter-, cross- and transdisciplinarity is key and should be encouraged.

Our ambitions within research and the societal relevance of our research shall be reflected in our education from bachelor, to master and PhD-level. We educate students in subjects included and crossing between all the four main research areas; Dynamics of the solid earth, Climate change and the coupled Earth system, Natural resources and the environment, Geoscience in the Arctic both as overarching goals for all our programs, but also within individual courses and study directions. We emphasize the importance of asking and finding solutions to the big questions leading to a sustainable future.

We have described four areas that together covers the focus areas of the Department for the strategy period. Geoscience is in its nature an interdisciplinary and cross-disciplinary science, and our aim is to strive towards increased cooperation within the Department and to other research areas and groups outside our Department.

2.1. Dynamics of the solid Earth

The interior and surface of the solid Earth evolve continuously under the effect of internal and external forces. These forces, along with a magnetic field that finds its origin through core processes, contribute to the habitability of the Earth. Mantle convection and plate tectonics act in concert with erosion and weathering processes to sculpt the surface of the Earth, and influence the climate system and global cycle. Plate tectonics and climate along with episodic extreme events, such as earthquakes, volcanic eruptions, landslides, meteorite impacts, shape the topography, control the transformations of rocks in Earth's crust and contribute to the global cycles of elements between the spheres. Other terrestrial planets resemble Earth in many ways, providing insights into our planet's past or future.

Researchers at the Department study the dynamic geological and geomorphological processes that control the evolution of the Earth and rocky planets. Major scientific themes range from the long-term evolution of plate tectonics and the Earth's magnetic field, to climate-driven Earth surface processes, which may pose threats to the society in form of geohazards. This also includes the deformation mechanisms of rocks from grain scale to continental scale, the short- and long-term effects of dynamic events that can have catastrophic effects on our society, and the numerous fluid-rock interactions that enable the exchange of elements between the different spheres of the Earth, transform rocks, and control geodynamic processes. Our Department has a long tradition within geomatics and geophysics used to unravel Earth surface dynamics and subsurface structure in time and space, and will continue to develop these fields. The researchers also carry out cross-disciplinary studies that combine physical and conceptual models, analysis of large data sets, laboratory measurements and experimental developments.

2.2. Climate change and the Coupled Earth System

Climate is an integral part of the complex coupled Earth System, including the physical processes as well as the biogeochemical cycles. Climatic conditions have changed many times during the life of our planet. Variations in the dynamics and interactions between solid Earth, oceans, atmosphere and life led to several severe global warming and cooling periods. The present global warming and potentially abrupt and/or irreversible changes in the climate system, is one of the major challenges for our society. Understanding the long-term and rapid processes governing the climate system is crucial both for being able to assess the drivers and impacts of climate change in the Anthropocene as well as for understanding Earth's history.

Being able to quantify the Earth's complex feedback processes in time and space is crucial for constraining the overall climate sensitivity. This is of key importance for policymakers and a decisive step in achieving the SDG 13: Climate Action. Other key objectives of climate research is to assess the risk for rapid irreversible changes (tipping points) as well as increased frequency of extreme episodes (storms, floods, droughts, etc).

The Department's research groups are studying paleoclimates, the Anthropocene and the present-day climate system. Strong expertise has been built for understanding complex climatic processes, ranging from atmospheric chemistry and physics, ocean and oceanic basin dynamics, snow, permafrost and glacier physics and hydrological processes. Scientists at the Department collect, study and model a variety of oceanographic, atmospheric, geological, geophysical and biological

data. With access to more powerful high-performance computers and larger and more comprehensive datasets from observations, the future direction of climate and Earth System research is to further develop coupled Earth System Models (ESM).

To achieve these objectives the strong disciplinary competence must be maintained, while contributing to national and international interdisciplinary consortia in order to develop competitive ESMs. This includes performing physical field and lab experiments, collecting new field data, and developing new instruments and observational platforms and methods such as data assimilation and machine learning to refine parameterizations. A stronger involvement in oceanic realm research is envisaged, as a contribution to the Ocean Decade of Ocean Science for Sustainable Development.

2.3. Environmental geosciences

Geosciences are fundamental to SDGs that aim to ensure economic and social equality, accelerate the green shift and meet IPCC's emission reduction targets by 2030. The use of natural resources are required to drive development and provide improved standards of living, and it is critical to understand the complex relationships between resource use, extraction, reuse and waste management. A significant societal challenge in the coming decades will be to develop improved and more efficient use of natural resources to advance human well-being while mitigating deleterious impacts to the climate and natural environment. Within the Department, we are well prepared to be a leading expert in tackling these challenges.

Energy production is inextricably linked with the geosciences. Both traditional energy resources as well as renewable energy production rely extensively on knowledge of the dynamics of the Earth System. The interdisciplinary nature of the Department positions us well to address several facets of energy systems from utilizing CO₂-storage to forecasting dynamics related to wind, solar, geothermal and hydroelectric energy production. The Department has a long lasting cooperation with the Norwegian hydroelectric sector and has contributed expertise and tools to optimize this resource. Heating and cooling from shallow groundwater reservoirs in urban areas from underlying porous media and fractured rock is under-utilized in Norway. There is potential to excel in research and achieve growth in environmentally friendly energy production. Society requires tools to mitigate climate impacts of our activities, and optimization of energy portfolios will be an increasingly essential effort.

Good water quality has inherent value, is crucial for ecological systems, and required by national and EU legislations. Coupling models for fluid flow in geologically heterogeneous systems with geochemical reactions is a highly interdisciplinary field, in which we holds unique competence. Contaminant transport in soil, rock and groundwater, environmental risk assessment and mitigation measures for emerging pollutants, environmental impact of mining and best practices for safe waste management, hydrogeological aspects of urban development preventing differential settling and destruction of infrastructure, are areas where the department can have a significant contribution.

Safe storage of CO₂ as a climate mitigation measure is in line with governmental actions to reduce greenhouse gas emissions. The Department holds a vast data and knowledge base from offshore sedimentary basins and will continue to encourage research towards geological reservoir and seal characterization specific for CO₂ storage, security assessment and environmental monitoring,

transferring knowhow linked to offshore petroleum reservoir geoscience to innovative use in the green sector.

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2.4. Geoscience in the Arctic

Today's Arctic is the result of millions of years of tectonic, volcanic and climatic processes. Svalbard is a unique outdoor laboratory for studying geological and life development by studying the unique sedimentary basins. The Arctic ocean sedimentary archives also offer a glimpse through the tectonic and paleoclimate evolution from greenhouse to icehouse worlds. The widest continental shelves on Earth are in the Arctic region and they host substantial discovered and undiscovered hydrocarbon reserves. The wide variety of continental relief around the Arctic Ocean abounds in other natural resources.

Due to its geographical location, and the land-ocean distribution, the Arctic region plays a crucial role in our planet's habitability, in today's and past climate regimes, and it hosts ecosystems which are unique on our planet. The Arctic sea ice extent and snow cover, permafrost and glaciers respond to climate change and oceanic and atmospheric circulations. Through its unique distribution of carbon sources and sinks on land, shelves and oceans, the Arctic is one of the most important and sensitive contributor to the global carbon cycle which perturbs the climate system.

The Department will maintain and continue to contribute with its wide scientific expertise to tackle the challenges and opportunities of a changing Arctic. We will use our competences along with available land, marine and space observations to understand better the complex geological and climate evolution of the Arctic region. The dynamics of Arctic oceanic basins, coupled with land, vegetation, cryosphere and atmosphere is essential for understanding the past and present climate and predict future climate variations. This will also be closely linked to assessing the geo-resources potential, and possibilities for CO₂ storage. Our continuously, evolving knowledge and expertise in geology, geophysics, glaciology and permafrost, oceanography, hydrology, and climate will contribute to elucidate the complexity of Earth System and will address society's needs and challenges for Arctic and globally.

2.5. Infrastructure

This section is still under construction. Need input and better balance between the sub-chapters.

Fieldwork, observations, experiments, measurements and mathematical and computational models are all essential parts of geosciences. We therefore need assess to high-level infrastructures in many fields.

Geochemical laboratories

Our researchers have access to state-of-the-art local infrastructures like the Goldschmidt (advanced geochemical and microstructural characterization), and the Ivar Giæver (geomagnetism) national laboratories and to specific beamlines at the European Synchrotron Radiation Facility. These laboratories give the opportunity to develop computational modelling approaches from atomic scale to continental scale deformations, including machine learning and data science, and insight into the cycling of elements through sedimentary, igneous, and metamorphic processes. This integrated approach is critical to solve novel scientific questions.

Experimental laboratories:

We have recently implemented and will further develop laboratories for experimental purposes. Such experiments are crucial for understanding processes in a contained environment, and validate numerical modelling schemes for natural processes. The Department has installed a climate chamber container, in which processes in cold climate can be simulated, e.g. related to slope stability, snow and cloud physics.

(... NJORD experimental labs)

Field equipment and installations

The Department has long experience in field investigations, which are necessary for understanding and analyzing natural processes on Earth. The focus is in particular on geological structure and processes, on the interaction and mass exchange between land and atmosphere, as well as oceanographic processes.

The use of both mobile systems (mobile flux stations, geophysical instrumentations for non-invasive characterization of the subsurface such as GPR, ERT, magnetic, gravity and seismic data acquisition) and permanent installations (Finse flux station, climate and permafrost monitoring stations in Norwegian mountains) are highly important for our research and student education.

The Department has access to the University of Oslo research vessels operating in the Oslo Fjord (Trygve Braarud), but no direct access to larger vessels for research in the Atlantic and Arctic regions. This is a shortcoming that needs to be addressed in the strategy period in order to allow to properly use and enhance the Department's collective expertise in offshore research.

Remote sensing

The Department has close cooperation with the European Space Agency (ESA) and NASA, which secures access to global satellite data. In addition the Department has invested into drone and ground based observation platforms (laser, photogrammetry) to observe and quantify Earth's surface dynamics. These tools are in the forefront of international research, and help to develop models to understand how earth systems react on climate perturbations.

High performance Computing systems

Systemized Big Data sets, machine learning and AI holds potential to improve geoscientific modelling
Access high performance computing systems are vital

3. Goals and measures

For each of the four main areas in the faculty's strategy; research, education, innovation and the working environment, several sub-goals have been formulated. For each of the sub-goals, we have formulated measures at the Department of Geosciences.

3.1. The lead lies in research

Goal: The Faculty shall develop more academic groups which will feature among international leaders in their respective fields.

This means that GEO will:

- *attract, recruit and retain the best possible academic personnel*
- *maintaining the diverse and outstanding scientific production in terms of number and impact of publications*
- *take advantage of the broad and diverse scientific production at GEO, and support and lead to develop cross-disciplinary studies and open new research directions*
- *encourage and support researchers and groups who propose and are successful in conducting ground-breaking science (ERC, SFF, SFI, FME or similar), helping to maintain and improve the current high ranking status of the Department in Geosciences.*
- *encourage and support participation in key national and international scientific networks*
- *encourage and support international research mobility*
- *organize the Department's sections and centers in a structure that will promote excellent research and facilitate innovation and synergy*

Goal: The Faculty's education of researchers shall be improved, and the Faculty shall facilitate career development for young researchers.

This means that GEO will:

- *establish and maintain a PhD network at the Department*
- *establish a Young Researchers Follow-Up routine where the early career scientist will have a mentor and be guided to build an individual career path.*
- *include PhDs and PostDocs in training in teaching and student (Master and PhD level) supervision*
- *ensure that compulsory work for PHD's and PostDocs shall be utilized for common benefit*

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Goal: The Faculty shall participate in the development of important research infrastructures, both nationally and internationally.

This means that GEO will:

- *aim to build and participate in state of the art infrastructure in priority research areas*
- *secure access to modern national and international facilities and equipment, including laboratories, research vessels and equipment, and high performance computing capacity and storage for scientific data*

3.2. Culture for learning

Goal: The education programmes at the Faculty shall maintain a high international standard at all levels and be closely connected to research, both academically and pedagogically.

This means that GEO will:

- *secure that our students acquire a solid foundation in basic sciences, and are exposed to interdisciplinary topics in geosciences*
- *utilize our partnership in the Centre of Excellent Education (SFU; iEarth) to strengthen the pedagogical competence among our teachers*
- *secure that our teaching have a solid pedagogical foundation, and the Scholarship of Teaching and Learning (SoTL) principles are used in development of our study programs.*
- *increase the completion rate of bachelor and master students*
- *secure that our beginner courses will have our best lecturers, and have teaching both in the field and in laboratories*
- *work towards a continuous development and natural progression from the beginner courses to the advanced courses*
- *invite students to participate in all processes that develop courses and programs (“Students as partners in teaching”)*
- *continue to introduce quantitative and practical aspects along with digital tools and numerical modelling at an early stage in the education, following the principles of “Computing in Science Education”*
- *secure that students have access to first-class learning and research infrastructure*

Goal: The Faculty shall recruit academically motivated students and provide opportunities for students with particularly high learning abilities.

This means that GEO will:

- *establish good routines to ensure admission of the best national and international students*
- *increase contact between students and work life within research and education, business and industry, public administration and consultancy work by facilitating master's theses and develop and implement internship course for bachelor students with selected collaborators from future potential employers.*
- *ensure good utilization and distribution of supervisor capacity, internally and externally*
- *secure that our students have a good basis for choosing a specialization for their master's programs*

- *improve and consolidate the structure of the master's programs*

Goal: International co-operation shall be strengthened and priority shall be placed on the education of future teachers.

This means that GEO will:

- *develop our course portfolio through national, Nordic and international co-operation*
- *utilize the possibilities given through our affiliated research schools(e.g. DEEP, CHES, NPI)*
- *ensure that our participation in the "Lektor"- program contributes to up-to-date and committed school teachers in geosciences.*

3.3. Knowledge in use

Goal: The Faculty shall facilitate innovation derived from research and provide students with high-quality tuition in innovation and entrepreneurship.

This means that GEO will:

- *ensure that our students are familiar with the offer given at the faculty within entrepreneurship.*

Need more concrete measures

Goal: The Faculty shall develop strategic cooperation with companies and units in public sector.

This means that GEO will:

- *maintain existing close collaborative relationships with public and private actors, and seek to increase collaboration with new potential partners through project collaboration*
- *seek to increase strategic collaboration with private research institutes through research agreements and project collaboration, especially with regard to potential job markets for graduate candidates*
- *co-design research projects with stakeholders in society, in particular within the Horizon Europe programme*

These three bullet points say much of the same - reduce to one bullet point?

Goal: The Faculty shall provide support for the general presentation of research in society and active participation in social debate.

This means that GEO will:

- *actively support researcher-driven dissemination in the media and to the general public*
- *actively support participation at research policy arenas*
- *actively support participation in Norwegian and international organizations relevant for research and education at the Department*
- *actively work to improve dialogue and contact with the Research Council and relevant program committees*

3.4. Focusing on people

Goal: The Faculty shall be involved in all significant aspects associated with the development of excellent working and study environments.

This means that GEO will:

- *have good collaboration and good team spirit between technical, administrative and scientific employees and the students*

Staff:

- *have technical and administrative personnel with high competence and good delivery capacity*
- *ensure good flow and implementation of administrative routines and technical tasks*
- *have professional technical-administrative assistance to support project managers*
- *increase the personal knowledge between sections and buildings*
- *support employees from foreign countries throughout their stay*

Students:

- *secure students areas for academic collaboration and social meeting places*
- *support and encourage students to organize professional social activities*
- *secure social areas and meeting places for students, in particular a new "GÆA-kjeller"*

Premises:

- *have efficiently utilized and functionally furnished premises*
- *have professional and social meeting places where employees can meet across groups and buildings*
- *secure sufficient areas for functional laboratory operations.*
- *secure sufficient areas, capacity and routines for research material, both physical and digital*

Economy:

- *work towards a positive economic balance and have a buffer equal to 10% of basic funding*
- *have external funding of at least 50% of the department's total turnover.*
- *have a positive net contribution from all our projects, unless strategic assessments provide exceptions to this*

Goal: This also means placing increased focus on recruitment processes, equality and diversity, leadership, organisational development and the development of digital expertise for all employees and students.

This means that GEO will:

- *focus on diversity when recruiting new employees*
- *focus on personnel management and personnel follow-up at all levels*
- *have training and lifelong learning as an integral part of personnel follow-up*

Sak 2020/44 Orienteringssaker

Sakstype:	Orienteringssaker
Saksnr:	2020/45
Møtedato:	16. desember 2020
Saksbehandler:	Brit Lisa Skjelkvåle
Vedlegg:	

1. Nytt fra utdanningsleder**2. Status for bygningsmessige behov ved Thor A. Thorsen**

Forskningsaktiviteten ved Institutt for geofag har ekspandert vesentlig det siste 10-året med en dobling av antall ansatte. Tildelingene av ulike sentre og ERC tydeliggjør den store annerkjennelse fagmiljøene høster. Dette har styrket miljøene rundt enkelt forskere og har ført til flere midlertidige forskerstillinger.

Instituttet er i dag leietakere i fire bygninger, alle på Blindern; Geologibygningen, Fysikkbygningen, ZEB-bygningen og Kristine Bonnevis hus (KBh, Biologibygningen). Geologibygningen fra 1957 er umoderne har et stort vedlikeholdsetterslep og er lite fleksibel med hensyn omdisponering av rom. Instituttets ekspansjonen har ført til et stort behov for mer plass både til flere kontorplasser, labber og data-rom, undervisning- og studentarealer, samt andre sosiale soner og fellesarealer. Geologibygningen er derfor krevende og kostbar for å tilrettelegge for moderne standard på labber og undervisningslokaler med mere, med behov for ventilasjon og kjøling.

Dette til tross, i samarbeid med MN-fakultetet og Eiendomsavdeling sentralt ved UiO, EA, har vi jobbet systematisk med å optimalisere undervisnings- og arbeidsmiljøet de siste 5-6 årene. Vi tok initiativ til å få etablert et fleksibelt studentarealet i ZEB-bygningen med leseplasser og kollokvierom som studentene ved vårt institutt disponerer sammen med studentene fra farmasi og musikk. For et par år siden fikk vi også et nytt fleksibelt undervisningsrom i Geologibygningen, og studieadministrasjonen ble samlet med resten av administrasjonen i 1. etasje. Vinteren 2019 fikk vi samlet den mikropaleontologisk aktiviteten som var sprett over flere etasjer, og etablert en ny lab.

Etter gjentatte lekkasjer fra taket på A-blokka i Geologibygningen ble taket skiftet og følgeskadene på flere kontorer i 4. etasje utbedret ved årsskiftet 2019-20. Våren 2020 fikk instrumentrommet til TIMS-laben i Geologibygningen tilstrekkelig kjøling. Dette vil gi instrumentet stabil temperatur gjennom året og bedre regularitet og kapasitet av laben i forbindelse med at den blir en del av Goldschmidt og nasjonal infrastruktur.

På forsommeren 2020 flyttet vår seksjon Meteorologi og oseanografi fra Forskningsparken til Blindern i nyoppussede større lokaler i KBh. Viktige kvaliteter i Forskningsparken ble ivaretatt som at masterstudent kan få lesesalplass i fagmiljøet, store gode kontorer til de fast vitenskapelige, riktig antall kontorplasser til midlertidige forskere, gjester, post doc og doktorstudenter, pause og mingleareal. I tillegg har disse nye lokalene møte og undervisningsrom, og gir seksjonen mulighet for noe ekspansjon.

Høsten 2020 fikk Geologibygningen også et nytt og større kjøkken i tilknytning til pauserommet, og i desember 2020 flytter vi inn i moderne fleksible prosjektarealer med 14 faste kontorplasser, møterom og te-kjøkken samt moderne toalett og dusj-sone i det tidligere biblioteksarealet som ble fra flyttet for 10 år før. Dette vil avhjelpe det umiddelbare plassbehovet Seksjon for geologi og geofysikk har. Nå får vi muligheten til restrukturere forskningsgruppe etter forskningsfelt og gi plass til vår del av den nye SFU iEarth.

I 2021 har vi fått tilsagn om at EA vil hjelpe oss med å rehabilitere ren-kjemilaben til Goldschmidt/TIMS samt ombygning av Auditorium 2 og rehabilitering av takene over B- og C-blokka. Under prosjekteringen av prosjektarealet ble det avdekket behov for å skifte ventilasjonsaggregater som står på taket av C-blokka. På grunn av det prekære behov for kontorplasser og at dagens aggregat ville gi tilstrekkelig ventilasjon for arealet ble det skilt ut av prosjekt. Vi oppfordrer EA til at disse aggregatene skiftes samtidig med at taket rehabiliteres på C-blokka.

For 2022 ber vi også om at korridorene rehabiliteres med nye gulvbelegg, støydempende himling, erstatte de gamle dørene med glassdører med mere slik at disse blir luftigere og presentable. I forbindelse med vår søknad om støtte fra NFR (nasjonalinfrastruktur) til blant annet ny Mikrosonde er det behov for en rehabilitering av isvannkjøleanlegget og instrumentrommet og etablere et prepareringsrom som også vil bli brukt av SEM.

3. Prosess ansettelse ny instituttleder

4. Takket ja til stilling siden forrige styremøte

Startdato	Navn	Stilling	Kommentar	Seksjon
12.10.2020	Sunniva Indrehus	Senioringeniør	Vikariat - vitenskapelig programmerer ut mars 2023	Metos
01.11.2020	Mohammad Nooraiepour	Postdoktor	3-årig på SaltPreCO2-prosjektet til Hellevang	GeoG
01.11.2020	Kristian Bjelbøle Bakken	Seniorkonsulent	50 % stilling på iEarth	Tekn/adm
16.11.2020	Antonio Cordoba	Postdoktor	2-årig NFR-Platonics-prosjektet til Tobias Rolf	CEED
01.12.2020	Torgny Roxå	Førsteaman. II	3-årig på iEarth-prosjektet, Lundmark	GEOG
01.12.2020	Sara Nettum	Seniorkonsulent	14 måneder vikariat som adm.koordinator på DEEP	CEED
01.01.2021	Håvard Espenes	Stipendiat	3-årig på MatNoc-prosjektet, Isachsen	MetOs
01.01.2021	Andreas Grøvan Aspaas	Stipendiat	4-årig KD, Renard	Njord
07.01.2021	Marianne Pietschnig	Forsker	6 måneder på Forces-prosjektet til Storelvmo	MetOs
16.01.2021	Jean-Baptiste Koehl	Postdoktor	2-årig på SFF Ceed, Gaina	CEED
03.02.2021	Ozge Ozgurel	Postdoktor	2-årig på SFF Ceed, Gaina	CEED
01.04.2021	André Palóczy Filho	Postdoktor	3-årig på Rough Oceans-prosjektet, LaCasce	MetOs
01.05.2021	Andreas Klocker	Postdoktor	3-årig på Rough Oceans-prosjektet, LaCasce	MetOs
01.08.2021	Yutong Shan	Postdoktor	2-årig på SFF Ceed/Basis, Werner	CEED

5. Informasjon fra instituttleder

- Overgang til ny stilling
- Juleinstituttmøte