Summary, Individual employee conference

Development interviews are held at the Department of Information Technology at approximately 18-month intervals in accordance with the department’s action plan for the working environment. The most recent round of development interviews took place during the autumn of 2012 extending to January 2013. This document provides a summary of these interviews.

The heads of the divisions have held interviews with the senior staff at the respective division. Interviews with PhD students have generally been arranged by the main supervisor. The head of the administrative group has held interviews with the administrative staff. The head of the system support group and the director of Uppmax have arranged interviews with their staff. The head of the department has held interviews with the above-mentioned heads of divisions and managers and with the directors of Uppmax and SNIC.

Altogether, 200 development interviews have taken place in this round, covering around 81 per cent of the staff. A few more interviews are to be arranged but have been delayed. A number of people have been recruited during the autumn of 2012 and development interviews have not taken place with them as they have been employed for such a short period of time.

Summary impressions of the interviews

In general, there appears to be a high level of well-being. Practically everybody says that they are contented or very contented with their work situation.

The flow of information within the department is felt to have improved.

The workload continues to be high although fewer draw attention to this than in previous years. In general, the stress level seems to have fallen since the previous round of interviews even though some people still experience a level of stress that is too high. Staff with young children who have greater difficulty working overtime feel greater stress.

According to many of the lecturers, the burden of teaching has become lighter since the previous round of development interviews. At the same time, some of them experience a trend towards more teaching and more administration per person, which is regarded as negative.

There is great irritation about the poor functioning of central administrative support systems.

Late or incomplete information from the administration is experienced as being stressful by the administrative and system support personnel, who depend on such information.

There is concern about funding among senior researchers. Our limited faculty funds are not sufficient for the desired quantity of research. What will happen if no new external grants are received when the existing funding terminates?
Some proposals for improvements put forward in the interviews

Some specific proposals for improvements that apply to the department as a whole are shown below. Proposed improvements for the divisions which emerged in the interviews are being dealt with at divisional level and are not included in the summary for the department.

- A number of requests for increased administrative support, in particular at divisional level.
- The course-related administrative support for lecturers needs to be further reinforced.
- Requests, in particular from foreign PhD students for more information in English.