

## KVL's Newsletter – Thursday 14 December 2006

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Final deadline for editorial changes is Tuesday at 11 am before publication of KVL's Newsletter on the following Thursday afternoon.

This version does therefore not contain the latest articles from the online version. These can be found in the next edition.

Editorial changes may occur in relation to the online newsletter – all pictures, teasers and some of the articles have, for example, been omitted.

As regards links in the newsletter, please refer to the Danish online version at KVL's website

[http://www.kvl.dk/Maalgruppe/medarbejdere/kvl\\_internt/nyhedsbrev.aspx](http://www.kvl.dk/Maalgruppe/medarbejdere/kvl_internt/nyhedsbrev.aspx)



### News and debate

**Take-off seminar: University of Copenhagen's research and education – towards new destinations – Wednesday 17 January 2007, 11.30 am - 5 pm**

This news item was created on: 11 December 2006

Research and education at the new University of Copenhagen

All scientific employees and PhD students at the University of Copenhagen's eight faculties are invited to a take-off seminar: University of Copenhagen's research and education – towards new destinations! Wednesday 17 January 2007 at 11.30 am - 5 pm in Copenhagen

On 1 January 2007, the merger between the Danish University of Pharmaceutical Sciences, KVL and the University of Copenhagen is complete. But what will the new framework be used for and what new opportunities does it present to the university as a whole? Not least considering the prospect of a considerable increase in research funds.

The take-off seminar launches a process where the University of Copenhagen as a whole will focus on its research and education opportunities. The aim is to enable the university to attract a large portion of the additional research and education funds that will be distributed over the coming years.

All scientific employees and PhD students will shortly receive an invitation with further details about the programme, but already now you can read more about it on the website [www.ku.dk/synergi](http://www.ku.dk/synergi) where you can also register.

We look forward to seeing you!

The Rector's Office and the deans

*Gudrun Lau Bjerno, KVL Communications, [gfb@kvl.dk](mailto:gfb@kvl.dk) – latest update 11 December 2006*

## **Today, the newsletter launches the first of a total of nine articles about staff policy in practice**

Read about KVL employees' experiences with each of the nine standards that provide the framework for our staff policy.

Use the articles in the further work to make the policy a practical tool – or as a basis for reflection, dialogue and action.

### **Emphasis on competence development**

Henrik Kildeberg is 34 years old, and for the past 10 years, he has been working as a veterinary assistant at KVL's hospital for large animals. He and his colleagues take care of the animals that have been admitted to the hospital. Standing in his green work pants, he talks about his work with the animals and about constantly developing his qualifications for the benefit of himself and KVL.

#### **More competences = greater job satisfaction**

Developing employee competences is a topic that KVL's veterinary assistants regularly discuss with the operational manager of the hospital. They agree that the veterinary assistants' qualifications are important to the quality of the work they perform and to the development of the hospital. The faster and more safely you can operate on an animal, the better it is for all the involved parties.

"If the veterinary assistants have knowledge of anaesthetics, for example, we can better assist the vet during the operation," explains Henrik Kildeberg.

All veterinary assistants will now be offered a course in anaesthetics as part of KVL's strategic competence development.

"Our new knowledge allows us to see more quickly what the vet needs during the operation – if something is about to go wrong and why," says Henrik Kildeberg and adds that both the veterinary assistants and the vets are pleased about the assistants' increased independence. This has resulted in improved efficiency and safety at the hospital.

#### **The individual's contribution to the whole**

The development of the veterinary assistants' competences benefits both the hospital for large animals and the individual employee.

"It is always nice to learn something new. I have an interesting job where I constantly develop new skills. The work is more fun when you are good at it. At the same time I feel that I, as an individual, contribute to KVL as a whole."

#### **The balance between benefiting the individual and the whole**

It can be a balancing act to find the exact ways to develop that consider both the individual employee and the whole. Henrik Kildeberg once found himself in a situation where there was some disagreement as to what type of course he should be attending:

"We do not always agree with our management on which courses are most important. For example, we attended a laboratory animal course which to my mind was less relevant than a feeding course."

This type of dilemma illustrates how important it is that the connection between the individual employees' own work and the overall strategy is clear to the employees.

*"Competence development must be strategic for the benefit of the whole and the individual"*  
Standard from the staff policy

### **Competence development on the agenda**

Henrik Kildeberg believes that employees simply forget the knowledge they have gained on a course – or put it on a mental shelf – if they cannot see what it is good for. That is why it is important that every employee and unit become actively involved in and discuss competence development.

"I work best when I am happy and have a meaningful job," ends Henrik Kildeberg and emphasises that the task of developing the employees' competences never ends.

### **Good contact between employees and managers**

AT KVL, the employees have various opportunities for discussing ideas and wishes with their manager. In addition to the annual appraisal interviews, the veterinary assistants at the hospital for large animals meet with the operational manager every other week to discuss wishes and submit any criticism they might have.

"It is great that you have the opportunity to air your opinions in between the daily work tasks," he thinks.

*Stine Heien Madsen, [shm@kvl.dk](mailto:shm@kvl.dk) – latest update 6 December 2006*



## **Announcements**

### **Chemometrics course**

This news item was created on: 11 December 2006

The "Basic Chemometrics" course will be held on 3-5 January 2007.

Admission to the course is free for a limited number of KVL employees.

For more information on the course see

[http://www.kvl.dk/uddannelse/efteruddannelse/kurser/Korte\\_kurser\\_seminarer.aspx](http://www.kvl.dk/uddannelse/efteruddannelse/kurser/Korte_kurser_seminarer.aspx)

*Rasmus Bro, Department of Food Science, [rb@kvl.dk](mailto:rb@kvl.dk) – latest update 11 December 2006*

## Reception to mark book publication

This news item was created on: 8 December 2006



In early December, Professor Søren Kjeldsen-Kragh published the book ***The Role of Agriculture in Economic Development***.

The book is published by Copenhagen Business School Press (CBS Press).

[Read a presentation of the book](#)

[Read a statement by Alan Matthews and Per Pinstrup-Andersen](#)



In connection with the publication of the book, the Danish Research Institute of Food Economics and the Director of CBS Press, Ole Wiberg, invite everyone to a presentation of the book followed by a reception:

Tuesday 12 December at 2 pm

in lecture hall 3-14

Thorvaldsensvej 40

Frederiksberg

Copenhagen

(Entrance from Thorvaldsensvej 40 to the Marble Hall which is adjacent to lecture hall 3-14).

*Jesper Nielsen, [jn@foi.dk](mailto:jn@foi.dk) – latest update 8 December 2006*

## Buy a T-shirt, bag etc. with KVL's logo

This news item was created on: 7 December 2006

On Wednesday 13 December from noon to 2 pm, KVL Communications holds a sale of gift items from the web shop where you can pick up bargain T-shirts, bags, pens, umbrellas etc. with KVL's logo.

The sale takes place in the Marble Hall, Thorvaldsensvej 40. We hope to see you there.

*Charlotte Aabo, KVL Communications, [caa@kvl.dk](mailto:caa@kvl.dk) - latest update 7 December 2006*

## Hostess gift or an extra Christmas present for someone special

This news item was created on: 7 December 2006

The KVL staff association has received a favourable offer on the books "Gastronomisk turist i Frankrig" and "Gastronomisk turist i Norditalien": DKK 45 for one book and two for DKK 75 (normal price DKK 169 per book).

The travel guides are written by Niels Ehler and Jørgen Mønster Pedersen and focus on food and wine from France and northern Italy.

Order the books now from Marianne Birke Ehler [mb@kvl.dk](mailto:mb@kvl.dk) and arrange a date with her for collection and payment.

The staff association

*Kirsten Sjøstrøm, Department of Food Science, [ksj@kvl.dk](mailto:ksj@kvl.dk) – latest update 7 December 2006*

## KVL Purchasing merges

This news item was created on: 6 December 2006

As one of the first, if not the first, I have moved to the University of Copenhagen in Nørregade. We have decided to gather our activities in one place to allow us to draw on all the available resources. The plan is that we are to grow to a total staff of four people over a couple of months.

My new phone number and email address are: +45 35324615 and [enj@adm.ku.dk](mailto:enj@adm.ku.dk)

We will later publish a bigger story about the new KVL Purchasing function and which benefits it can have for the new University of Copenhagen.

*Erik Jensen, KVL Purchasing, [enj@kvl.dk](mailto:enj@kvl.dk) – latest update 6 December 2006*

## The network will be shut down between 4 pm - 7 pm on Thursday 7 December

This news item was created on: 4 December 2006

Due to the replacement of central network equipment, the entire network will be shut down between 4 pm and 7 pm.

This means that you will not have access to internal servers, the Internet and Groupwise.

We apologise for any inconvenience.

Best regards  
the IT Department

*Gudrun Lau Bjerno, KVL Communications, [glb@kvl.dk](mailto:glb@kvl.dk) – latest update 4 December 2006*



## Research

If you want to look for grants and scholarships, current deadlines for external research fund applications, research programmes etc., these can be found in the Newsletter at

[http://www.kvl.dk/Maalgruppe/medarbejdere/kvl\\_internt/nyhedsbrev/nyt\\_forskning.aspx](http://www.kvl.dk/Maalgruppe/medarbejdere/kvl_internt/nyhedsbrev/nyt_forskning.aspx)

Here you will also find relevant links.

### Grant: Professor N.O. Christensen og hustrus legat – application deadline 15 January 2007

This news item was created on: 11 December 2006

Applications are invited for a grant of DKK 11,000 from the foundation "Professor N.O. Christensen og hustrus legat". The purpose of the foundation is to support one or more researchers whose field of work is within fish disease, primarily for research within fry disease among trout from fish farms.

Applications must be sent by 15 January 2007 to: Professor N.O. Christensen og hustrus legat, the Royal Veterinary and Agricultural University, Registrar's Office, Bülowsvej 17, 1870 Frederiksberg C, Denmark.

The application must state what the grant will be used for and include the applicant's CV as well as a budget.

*Annette Guildal, Registrar's Office, [ag@kvl.dk](mailto:ag@kvl.dk) – latest update 11 December 2006*



## Education

### From the New Year, diplomas will bear the name Faculty of Life Sciences, University of Copenhagen

This news item was created on: 11 December 2006

In connection with the merger, several students have asked whether it is possible to get a diploma with KVL's name on it.

It is, but only if you finish your bachelor's or master's degree in 2006.

From 2007, diplomas will bear the name Faculty of Life Sciences, University of Copenhagen.

*Jacob Søby Bang, KVL Communications, [jsb@kvl.dk](mailto:jsb@kvl.dk) – latest update 11 December 2006*



## Staff news