

Work Place Assessment 2017 Actions for Computer Science Department

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These are the questions on which the CS department reports the most problematic scores:

- *I have confidence in the way the top management runs IT University:*
CS average 3.5 (faculty average 3.0, ITU average 3.5)
- *I generally have a good work-life balance:*
CS average 3.4 (faculty average 3.4, ITU average 3.7)
- *In my department we have good cooperation with other departments:*
CS average 3.3 (faculty average 3.1, ITU average 3.4)
- *There is a balance between my tasks and the time available to do them:*
CS average 3.1 (faculty average 2.9, ITU average 3.3)
- *I rarely experience negative stress that makes me feel uncomfortable:*
CS average 3.1 (faculty average 2.7, ITU average 3.2)

As can be seen from bullets number 2, 4 and 5, the chief negative survey observations for CS are *stress* and *poor work-life balance*.

The *collaboration with other departments* also gets a rather poor score (bullet 2).

In the above cases, the CS department scores are slightly better than for other faculty, and not much worse than the ITU average (which comprises also administrative departments).

Proposed actions:

1. Investigate causes of stress and poor work-life balance. This should be done across the three research departments since all faculty report this as problematic.
2. Investigate how the causes of stress and poor work-life balance can be removed or mitigated.
3. Make sure that both faculty and administrative staff understand that we work on the same project (education, research and outreach that enables Denmark to become exceptionally good at creating value with IT).