

## STAFF COUNCIL INFO

Nº 2/2025

Dear colleagues,

Leuphana is currently making key decisions that will shape its image and focus for the next decade. The project *'Potenziale Strategisch Entfalten'* aims to give Leuphana's research profile a more precise focus. At the same time, various initiatives in the field of artificial intelligence are being promoted – at one point, the phrase 'developing Leuphana into a model university for AI in Germany' was used.

These developments are exciting and open up new opportunities. At the same time, they bring with them major challenges: the workload is increasing, the stress of everyday work is growing, and the impact on us as employees must not be overlooked. As the staff council, we are committed to ensuring that your concerns are never lost sight of in these processes.

With the employee survey in January 2026, we will once again focus particularly on mental stress. We are persistently pursuing the goal of finally establishing binding regulations for dealing with reports of overload or hazards – so that problems are not only made visible, but also systematically addressed.

We are also addressing the topic of AI: we have formulated the goal of developing an innovative proposal for a framework service agreement. In doing so, we want to ensure that Leuphana not only becomes a model university in the field of AI, but also a model employer in dealing with AI in the workplace.

To succeed in this, we need your support – through feedback, participation in surveys and openly addressing stress and concerns. Only together can we ensure that the future developments of the university also guarantee good and healthy working conditions for everyone.

Daniel Simons

Chair of your staff council

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## After-work event at KLIPPO

### Where can I meet (new) colleagues?

Our monthly after-work get-togethers at KLIPPO give colleagues the chance to chat and make new contacts in a relaxed atmosphere. To ensure that as many people as possible can attend, we have decided to vary the times. You can find the current dates on our homepage:

<https://www.leuphana.de/services/personalrat.html>

### Practical tip



Did you know that you can borrow service bikes from the equipment rental service (C7.115)? These bikes are ideal for a quick trip to the Rotes Feld or a visit to the Lüneburg weekly market. In addition, the AVM service also offers a cargo bike that can be used for private activities. Students have even used these bikes to move house. And if your private bike isn't working as it should, the AStA offers a self-help workshop called KonRad. You can find it in the car park next to the canteen.

## Care and family care leave

If you are caring for a relative, you don't need to worry about losing track of employment law regulations. Here we have summarised the most important information for you on employment periods, remuneration, holidays and social security during care leave.

In an acute care situation, you have the option of taking up to ten working days off work (Section 2 of the Care Leave Act), for which you can apply for care support allowance <https://www.wege-zur-pflege.de>.

A short-term inability to work (Section 2 of the Care Leave Act) and the use of care or family care leave have no effect on the period of employment. However, the following applies to the step period: periods of full leave during the care period are not counted, while periods of partial leave continue unchanged. No remuneration is paid during full leave; in the case of partial leave, remuneration is based on the reduced scope of employment. The holiday entitlement, including any additional holiday, is reduced by one twelfth for each full month without remuneration (Section 4 (4) PflegeZG in conjunction with Section 26 (2) TV-L). In the case of part-time employment, however, the holiday entitlement remains unchanged. The annual special payment is also reduced by one twelfth for each full calendar month of care leave. In the case of short-term absences, there may also be changes to the assessment basis (Section 20 (3) TV-L).

Entitlement to death benefits exists only during partial leave (Section 23 (3) TV-L). The following applies to social security: Care periods are counted as insurance periods, and the contributions are usually paid by the care insurance fund of the person receiving care. As legal regulations are subject to change, it is advisable to always obtain individual information from the relevant social security institution. Care or family care periods can also have an impact on future entitlements to additional old-age and survivors' pensions (VBL) – it is therefore advisable to seek personal advice from the Federal and State Pension Institution in good time ([www.vbl.de](http://www.vbl.de)).

Since 2018, there has been a service agreement between Leuphana University Lüneburg and the staff council that regulates the compatibility of work and care responsibilities. (See [intranet: https://www.leuphana.de/services/personalrat/dienstvereinbarungen.html](https://www.leuphana.de/services/personalrat/dienstvereinbarungen.html))

Detailed information on this topic can be found on the intranet: <https://www.leuphana.de/intranet/personal/tarifbeschaeftigte-verwaltung/pflege-und-familienpflegezeit.html> or on the Family Service website: [www.leuphana.de/familienervice](http://www.leuphana.de/familienervice)

Please note: Online events 'Focus on Care' – registration opens on 3 November

Since balancing work and caregiving responsibilities is not only very challenging but also often raises a multitude of questions, the Family Service, in cooperation with the network of family (service) offices at universities in Lower Saxony and Bremen, offers the online event series 'Focus on Care' every winter semester.

Various online events on changing topics (in WS25/26, for example, 'When support is refused' on 5 March 2026 or 'Last

aid – support in the final phase of life' on 29 January 2026) are aimed at employees, teachers and students at various universities.

If you care for or look after relatives or close friends, or organise care for them – even from a distance – or if you are simply interested in the topic or expect to have care responsibilities in the future, then register.

You can find the events in the internal continuing education programme

<https://www.leuphana.de/intranet/weiterbildung.html>

– registration opens on 3 November this year.

## Conflicts in the workplace – finding solutions together

A conflict-free, professional and positive working atmosphere has a noticeable effect on satisfaction, cooperation and also on the quality of our work results. It should therefore always be the goal of our collegial cooperation.

Nevertheless, differences of opinion are part of everyday working life for all colleagues. Different views on the best way to proceed with a project, minor tensions due to different working methods or disagreements about the distribution of tasks – all of this is normal and, at first glance, nothing unusual.

What is important is how we deal with such situations. Early and open communication can help to clear up misunderstandings before they become entrenched. Addressing problems directly and respectfully usually creates clarity quickly and prevents greater tensions.

However, if uncertainties remain or the feeling arises that a conflict is becoming more difficult, the staff council recommends seeking confidential advice at an early stage. This often makes it possible to find ways to prevent escalation and work out viable solutions together.

The staff council and the department are currently negotiating a new version of the 'Service Agreement on Dealing with Conflicts in the Workplace' (DV Konflikt). The aim of this agreement is to provide support quickly and in a structured manner in the event of entrenched conflicts so that solutions can be found in the interests of all parties involved.

Feel free to contact us at any time by email at [personalrat@leuphana.de](mailto:personalrat@leuphana.de), by telephone on -1810 or directly to your trusted staff council member.

## Support in dealing with unfair criticism and hostility online

If you communicate publicly as part of your work at the university – for example, about research results, in lectures or on social media – you may be confronted with unfair criticism, personal hostility or even hate messages.

This can be stressful. That is why we would like to draw your attention to a support service designed specifically for such situations: SCICOMM Support.

The service is aimed at academics and university staff who have to deal with digital violence, threats or shitstorms – or who want to prepare themselves for such cases.

What is offered specifically:

- Confidential and free telephone counselling, daily from 7 a.m. to 10 p.m.: 0157 923 448 04
- Materials and guidelines, including on dealing with online hostility
- Training courses and workshops, e.g. on crisis communication or resilience in dealing with digital hate
- Support with legal questions or security concerns

The project is run by university communication experts and Wissenschaft im Dialog (Science in Dialogue) and is financially supported by several large scientific organisations.

Further information can be found at: [www.scicomm-support.de](http://www.scicomm-support.de)  
If you feel affected or uncertain, please do not hesitate to take advantage of this offer – or contact us at the staff council, we will be happy to help.

## Leuphana Biotop-Garden

Right next to the central building of Leuphana University lies the biotope garden – a small botanical hotspot of biodiversity on campus. Covering an area of around 5,000 m<sup>2</sup>, over 220 different plants grow here, predominantly native species. The prerequisites for this biodiversity include extensive use (single mowing) and a wide range of site conditions. In the course of converting the former barracks site into a university campus, a variety of site conditions were created here on the former parade ground – from dry to wet, acidic to alkaline, nutrient-poor to nutrient-rich, and shady to sunny locations. These are typical of the different landscape elements and biotopes in our region. The garden is used for teaching and research. But the biotope garden is also very popular with students, staff and visitors as a place to relax.

Concept: The biotope garden strikes a balance between wild nature and cultivated culture. By incorporating various elements from the natural and cultural landscape, the formerly asphalted area has been transformed into a colourful world 'in miniature'. In addition to purely cultural elements such as the cottage garden with herbs and medicinal plants, the vegetable beds of the student initiative 'Edible Campus' and the orchard meadow with ten old, standard apple varieties, there are also natural succession areas, open water and riparian habitats representing natural landscape elements of the region. From ponds and dry grasslands to sparse forests, a wide variety of living conditions can be found here. On a small model field, so-called segetal species (field herbs) have their own habitat. The variety of different site conditions provides a habitat for a wide range of native species and leads to a high level of diversity in this facility. This concept thus pursues the goal of creating not only a place for breaks and recreation, but also a place where people can learn about the biodiversity on their doorstep and why it is worth protecting. As a place of learning and an outdoor laboratory for students, the garden fulfils an important function in imparting knowledge. Only those who are familiar with the different plant and animal species, have an emotional connection to them and ultimately recognise their importance and benefit for our existence on this planet will be able to successfully campaign for their preservation.

Contact: Institute of Ecology - Ecosystem Functioning & Services E-mail: [biotopgarten@leuphana.de](mailto:biotopgarten@leuphana.de)

## Campus construction projects

The university is planning extensive construction projects in the coming years to further develop the central campus. Some of these projects have already begun. They include the renovation of the outdoor facilities, the construction of a second car park, a new research greenhouse, the renovation and expansion of the cafeteria, and energy efficiency measures in several existing buildings.

The aim is to make the campus more functional, sustainable and usable – including for us employees. At the same time, there will be some disruption during the construction phases, such as noise, changed routes or temporary restrictions on use. The staff council will monitor developments and ensure that the interests of employees are taken into account. Please do not hesitate to contact us if something is not working properly or if we can assist you in any way.

An overview of all planned measures can be found here: <https://www.leuphana.de/intranet/aktuell/ansicht/2025/05/16/der-campus-entwickelt-sich-weiter-informationen-zu-geplanten-bauprojekten-auf-dem-campus.html>

**The Staff Council of Leuphana University Lüneburg cordially invites all employees to the staff meeting on Tuesday, 7 October 2025 at 10:00 a.m. in Lecture Hall 4. We look forward to your participation.**

## Presentation of the service agreement on workplace alternatives in the event of external restrictions

The service agreement for the protection of employees during temporary external disruptions to the working situation at the workplace has been in force since March 2020. During temporary construction work, crisis situations or health emergencies, the university must provide employees with an alternative workplace on the university premises for this period. Alternatively, in consultation with their supervisor, employees may switch to mobile working for this period if they wish. To do so, their work must be suitable for mobile working. The IT service supports employees if the necessary technical equipment is not available and also assists with setting up VPN connections, which are required to use Leuphana's electronic resources. All relevant regulations regarding working hours and applicable occupational health and safety regulations continue to apply. It is important that the Human Resources Department is informed in advance of any switch to mobile working.

The service agreement can be found on the intranet: <https://www.leuphana.de/services/personalrat/dienstvereinbarungen.html>

## Staff council mailing list

Not every message or notice from the staff council is important enough to warrant a direct circular email. We want to reserve circular emails for truly important topics. Nevertheless, we often have notices or information that we would like to share with you. This could be anything from a reminder about after-work events to a reference to interesting articles on labour law.

For this purpose, we have created a mailing list as part of the WORKING LEUPHANA campaign, to which we would like to invite you.

A short email to [personalrat@leuphana.de](mailto:personalrat@leuphana.de) is all it takes to register.

Is there anything we could do better?

Do you have any new topics for us?

Would you like to discuss your work confidentially?

**Let us know!**

[personalrat@leuphana.de](mailto:personalrat@leuphana.de)

We would like to get to know you personally – and at the same time  
give you the opportunity to get to know us.

Feel free to invite us to your team meeting, your interdepartmental  
regular meeting, your colloquium or a collegial coffee break!

**Imprint:** Staff Council Leuphana University Lüneburg/ Daniel Simons / Tel. 04131.677-1810 /  
[daniel.simons@leuphana.de](mailto:daniel.simons@leuphana.de) / [www.leuphana.de/personalrat](http://www.leuphana.de/personalrat)