



*Kan frit distribueres  
Godkendt*

**Aalborg Universitet**  
Postboks 159  
9100 Aalborg

**Sagsbehandler:**  
Anne Kyllingsbæk  
Telefon: 99 40 92 26  
Mail: [annek@mp.aau.dk](mailto:annek@mp.aau.dk)

Dato: 12-05-2021  
Sagsnr.: 2020-234-00321

## Minutes of Joint Consultation Committee meeting May 12, 2021

**Participants:** Kjeld Pedersen, Jette Marie Christensen (leaving the meeting at 11:00), Lars Rosgaard Jensen, Michelle Malaca Nielsen, Klaus Kjær, Kjeld Nielsen, Lars Diekhöner

**Absent:** Brian Vejrum Wæhrens, Astrid Heidemann Lassen, David Hansen.

### 1. Approval of minutes and agenda

---

Enclosure 1: Link to minutes from SU meeting on March 3, 2021 on MP's intranet: [https://www.intranet.mp.aau.dk/digitalAssets/992/992776\\_referat-su-3.-marts-2021.pdf](https://www.intranet.mp.aau.dk/digitalAssets/992/992776_referat-su-3.-marts-2021.pdf)

*Approval of minutes from the last meeting and approval of the agenda for today's meeting.*

---

Minutes approved. A separate item (item 6) is added to the agenda regarding the new PBL unit.

### 2. Information from the chairman and vice-chairman

---

*Kjeld and Lars inform - among other things about corona, constitution of the Consultation Committee, probationary period for VIP and rebuilding of Fibigerstræde 16*

---

#### **Corona**

The University is gradually opening up more, as it could also be read from various emails that have been sent out from above. For example, it is now possible for Ph.D. students to travel abroad. It is primarily the students that are most focus on right now. We are still awaiting a plan for when and how all employees can return to work. The plan is expected to come after May 21.

We have just been told that the ministry is sending 100 million out to the universities so that we can do something for the students. The money must be spent this year. MP gets a lot of money – 735.000 DKK – as the money is distributed according to practice affiliation and number of students. We need to look at how we use these funds. It could be some workshops maybe with some external people, practice-oriented gathering, supervision...

This can be discussed with other departments and the coordinators of the programs may also be involved.

#### **Constitution**

Constitution is almost in place and will be available soon.



### Probationary period for VIP

The decision regarding mandatory probation for VIP has been withdrawn. It is still an option we can take advantage of if we want, but it is now only an 'option'. It should be noted that it must be stated in the job advertisement in case we want to use this opportunity.

### Reconstruction of Fib. 16 - Renovation of basement

They are expected to start in March 2022 and be completed around December 2022 (change as to what has been announced previously). We are currently looking at options for rehousing. As soon as it is in place, the employees will be informed. The goal is for us all to remain as gathered as possible.

Proposal: use the study places in Fibigerstræde 14 and maybe the horticultural building? The proposal will be taken on to CAS, which we are already collaborating with in connection with the rehousing.

#### **Follow up:**

When the **constitution** is finally in place and approved, Anne will inform the employees via MP Inside News, and she will also make an update of the website.

### 3. Budget and Finance

---

Enclosure 2: Budget follow-up, March 2021 on MP' Intranet > Economy and budget MP: <https://www.intranet.mp.aau.dk/Guidelines/economy/>

#### *Orientation and follow-up on Budget 2021.*

---

Budget follow-up based on enclosure has been discussed – the committee discussed the following:

- We still have the challenge of finding funds in the budget to cover the deficit of approx. 1 million. Some projects have been delayed due to corona and we also risk having to extend some PhD students. But conversely, some employments and project termination have been postponed.
- Annum has been lowered (again) – the pain threshold has been reached.
- We had to reduce the annum to make the budget rise. At the same time, some of the funds have been transferred to the sections in an attempt to make better use of them and to be able to distribute them where there is a need.
- Budget 2022 – time must be set aside to discuss next year's budget properly.
- We are waiting right now for the overall schedule for AAU so we can make our own schedule. Management plans to start before the summer looking at the budget framework (with or without a schedule).
- Budget model and consequences have been discussed.

We are currently awaiting message from above. At the next SU meeting, we will have a picture of what the budget will look like.

### 4. Re-boarding – back to work after the corona repatriation

---

*Discussion: how do we ensure a good return to work for all employees, including the handling of any work hassle / work pressure - and how do we keep our motivation up until we can actually come back?*

---



Comments and points from discussion:

- We are already physically back in some places. More has been opened up in connection with the teaching. Our lab people are back full time, and a few study secretaries are on campus in shifts. Our HR staff are also at the department once in a while.
- As it looks now, we expect a stepping up where we can work in shifts until the summer holidays. The goal is for all employees to be fully back after the summer holidays.
- We need a clear and understandable communication, thank you! (the official mails coming from central hand are not worth that much).
- We are currently experiencing that people are “reserved”, which is also understandable. But it is a danger signal. There is both a concern in relation to “productivity” (at the academic level), for example in relation to research applications, but also a fear that people are stuck at home and may have difficulty getting to work with others ( the social part). We need to do something active about this - it's not just enough to send out an email when the opportunity to come back shows up. It is a complex situation that we need to do something active to support.
- Events of both professional and social nature in groups, sections and across are important. We need to get to know each other again.
- We need to activate our Staff Association again - hold outdoor barbecue party, Friday bar ... ☺
- Of course, all employees have a responsibility to be aware of colleagues who are unhappy or "cuddling". Leaders, coordinators, working environment representatives must pay special attention to whether we have colleagues who do not show up and who may resign. We must follow it closely in the time to come.
- The solution is not to force the employees (You have to show up for work / participate in x event) - it's more about making it attractive to the employees; remind each other of the value of fellowship. That we actually need each other and are dependent on each other - professionally as well as socially.
- But how do we approach it concretely, who does what?

Among other things, we must have the research groups in play. It should be on the agenda at the next group coordinator meeting.

### **Follow-up:**

Kjeld and Jette continue to work with inputs. Kjeld Nielsen activates the 'Social Club' again.

## **5. Closure of the section in Copenhagen**

---

*Information and status regarding the closure of our section in Copenhagen.*

---

Kjeld informed about the closure of the section in Copenhagen - from August we no longer have employees in this section. Robots and equipment have been brought to Aalborg and the premises will be handed over. There are a few students left, they are handled from the Production Section in Aalborg. The section is thus closed and a chapter in the department's history is over.



**Follow up:**

Anne makes sure that the website, etc. is updated.

## 6. Hearing regarding new PBL unit

---

Enclosure 3: Hearing material is open and the presentation will be available on: [www.organisationsudvikling.aau.dk](http://www.organisationsudvikling.aau.dk)

*Item added. Hearing material was sent to the committee by e-mail on May 11, 2021.*

---

The Consultation Committee's comments on the hearing material:

- We find that it has been quickly decided without our influence - it is going too fast and we are worried about the consequences - what happened to the involvement of the employees?
- Economics and finance. It is unclear how the funding is screwed together. For example, how is the research in PBL intended to be financed? The hearing material is, to say the least, deficient in that area. Who will pay the bill? ... We fear a one-way financial flow.
- We agree with the strategic aim and the visibility of AAU as a spearhead in relation to PBL, but the internal and practical link is lacking.
- We are concerned about how to ensure the anchoring at the faculties and out at the departments with the new organization. How should the interaction work in practice?
- What exactly should the PBL unit deliver and how? It is not clear what it is we can expect - we miss more clearly announced success criteria. It is really us who teach the students about PBL, it takes place out here, not in a central unit.

At the department, we must make it clear how we can best utilize the resources that are available. How can we profit from the knowledge boost / the new PBL wave that (hopefully after all) is waiting? Can we stick to the ambassador corps, which have been built up through Project DEEP, and how will the collaboration with the e-learning consultants in CDUL be? ... It probably requires that we reach out ourselves and get actively involved in the fight.

**Follow up:**

A joint consultation response is prepared from the department with input from the Consultation Committee and the two study boards at MP - the above comments are included. The final hearing response will be sent to the Consultation Committee for information.

## 7. AOB

---

Lars told that HSU has discussed SSH in STEM and vice versa all the way down to education level; concrete distribution and transfer of SSH elements between the various programs. How have we at the department been involved in it, and how do we ensure that we are involved when decisions have to be made?

Kjeld explained that the management and the study boards are aware of the problem, and that we are currently have been asked to describe the elements we have in our educations related to SSH. We do a lot to point out



that the SSH elements in our educations are deeply rooted and related to the operational part and are based on an engineering approach. It may be that the words we use are the same, but it does not mean that the learning content is the same. There is no doubt that we need to be on the marks here.

## **7. Communication to the department**

---

*Is there anything from today's meeting we need to communicate to the employees and who does it?*

---

No, it will be communicated through the regular channels (MP's intranet and MP's inside news).

### **Follow up:**

Anne posts minutes on MP's Intra and also includes it in the next MP Inside News.