



Vælg et element.
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Minutes of Joint Consultation Committee Meeting MP on 8. december 2021

Participants: Kjeld Pedersen, Jette Marie Christensen, Jens Henrik Andreassen, Lars Rosgaard Jensen, Brian Vejrum Wæhrens, Michelle Malaca Nielsen, Klaus Kjær, Kjeld Nielsen, Lars Diekhöner.

Absent: Astrid Heidemann Lassen

1. Approval of minutes and agenda

Enclosure 1: Link to MP's intranet, see minutes from SU meeting on September 8th, and from extraordinary meeting on October 27th – <https://www.intranet.mp.aau.dk/committees-councils/joint-consultation-committee/>

Approval of the minutes of recent meetings and approval of the agenda for today's meeting.

Minutes and agenda approved.

2. Information from the President and Vice-President

Kjeld and Lars inform about among other things the whistleblower scheme.

Whistleblower scheme

Aalborg University is in the process of implementing a whistleblower scheme, in accordance with Act No. 1436 of 29 June 2021 on the protection of whistleblowers. The whistleblower scheme will enter into force on December 17, 2021. It is a solution that Bech Bruun is behind (safetowhistle.com) and that everyone can use, including external parties. Information on the scheme will be provided centrally.

3. Budget and Economy

Enclosure 2: Budget follow-up, October 2021 on MP's Intra > Economy and budget MP: https://www.intranet.mp.aau.dk/digitalAssets/1100/1100087_bilag2_budgetopfoelgning_okt2021.pdf

Enclosure 3: Budget 2022-24 MP on MP's Intra > Economy and budget MP: https://www.intranet.mp.aau.dk/digitalAssets/1100/1100086_bilag3_budget2022-24mp.pdf

Information and follow-up on Budget 2021 and Budget 2022.

Budget 2022 was reviewed, and questions of doubt clarified and discussed, for example regarding external revenue, the new budget model and its consequences, the faculty contribution, rent and relocation of the first year of study.

All in all, budget 2022 looks okay - better than the last few years.



4. Staff turnover ENG

Enclosure 4: Staff turnover ENGINEERING 2021.09.02 MP

Enclosure 5: Link to well-being barometer for the last three years on MP's Intra > Staff wellbeing barometer – <https://www.intranet.mp.aau.dk/Guidelines/staff-wellbeing-barometer/>

Discussion of staff turnover at ENG. In future, the figures will be updated annually. The topic has also been discussed at FSU. Enclosure 5, a link to data from previous years' well-being barometer, provides an opportunity to compare staff turnover with the feedback that has been received about the well-being of MP and ENG.

FSU has worked with the psychical working environment and in this connection has developed a "support tool" for the well-being barometer - figures for staff turnover of permanent employees who have been employed for more than 12 months. It is a tool we can use locally in SU and which can supplement and clarify the figures from well-being barometer. It is therefore the intention that we should have the figures for staff turnover out when the result of this year's well-being barometer is ready in the first quarter of the year.

A review of the figures for MP does not give cause for concern - a fall in the figures is due to the closure of Copenhagen.

It was suggested that Post.doc be removed from the statistics. Shall we take the post doc out?

5. AAU-strategy – target agreements for MP

Enclosure 6: AAU Strategy Knowledge for the World 2022-26

Enclosure 7: Internal action plan and core narrative on Knowledge for the World

A new strategy for AAU has been adopted: Knowledge for the World 2. In future, the strategy will be worked on through one-year target agreements with each department, in which the status and new efforts in relation to the goals, which are announced annually, will be reported. Target agreements for 2022 are now being prepared. The deadline is 17 December. The Department management would like to discuss the target agreements for MP with the Joint Consultation Committee.

Presentation was reviewed by Kjeld. Draft text for MP's target agreements have also been discussed with coordinators and the Department Council. It will also be presented at staff meeting. We must have our final version of the target agreement submitted by Friday, December 17th.

The new target agreements replace the 5% agreements we normally make with the Faculty. We primarily focus on target 2 Research (as the other areas are dependent on input and delivery from others at the university).

This target agreement covers 2022, which is why we have immediately addressed what we are already working on. Including the three strategic areas - exoskeletons, plastic recycling, hospital engineering, we also work on the basis of the Faculty's sustainability strategy. This is a start, and then it must be an ongoing process from here and later on.

We encourage members of the committee to send comments, input and ideas to the draft text over the next few days. We need to work especially more with section 2.2 - some employees are already in the process of providing input.

Points from discussion

- Concerns about formulation in the new vision - basic research has been written out. It now says "foundation-creating research". So we must now be exclusively a mission-driven university - should we not conduct basic research anymore?
- STEM and SSH will be a challenge. SSH will have to be drivers on several projects that we can participate in. We must also be at the forefront in relation to this point - we must look at what we can offer; we could well set something in motion locally and not wait for something to come from somewhere else. We need to help to set the agenda.
- It provides good opportunities for our department both in relation to SSH and in relation to the mission-driven. We have something to contribute here!

6. Welcoming new employees – onboarding

We can do better in welcoming new staff - there is a lack of control over the on-boarding process at the Department. Should we set up a working group to find solutions to the challenges and get it started?

Suggestions from staff (Lars and Michelle) based on previous discussions of our onboarding process and the challenges around it. Agreed to set up a working group. Members: Jette (convenor), Kjeld Nielsen, Michelle and Brian.

AMIU is working on the same issue and looks forward to working together on it. SU decided that the working group will make a proposal and involve AMIU afterwards.

Follow-up:

Jette invites the working group to a meeting

7. Evaluation of meetings - meeting schedule and annual cycle 2022

Enclosure 8: Proposal for annual cycle 2022

Evaluation of committee meetings - how does it work in terms of collaboration, duration, topics, etc.? Are there any changes / new topics for the 2022 annual cycle? - see enclosure 8, Proposal for annual cycle 2022. In addition, proposal for meeting schedule for 2022 (we maintain four ordinary meetings per year as before):

- March – week 9
- May – week 20
- Start June - week 22 (Working environment discussion with AMIU)
- August – week 34
- October – week 43

An extraordinary meeting will be held around budget 2023 if the budget is not in place for the meeting at the end of October.

No comments on cooperation, duration, etc. The annual cycle is approved. The October meeting will be moved to early November in the hope that the budget framework and figures are ready by this time.



Follow-up:

Anne is booking meetings for 2022.

8. AOB

Thanks to Kjeld for the collaboration - good luck in the new job 😊

First year of study - as it looks now, we get 1 employee from the 1st year of study. There will be a final clarification before Christmas.

Proposal for a joint event calendar for the department with birthdays, anniversaries, etc.

Suggestions for an info screen when you enter our buildings - an overview of what is happening in the building today.

Suggestion: New sign at the entrance to FIB 16 - the name is out of date.

9. Communication to the department

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

Item not reached.