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Date: 04-11-2022
Case No.: [Sagsnr.]

Minutes MP SU on November 4th 2022

Participants: Jens Christian Moesgaard Rauhe (chairman), Benny Endelt (deputy chairman), Brian Vejrum Wæhrens, Lars Rosgaard Jensen (participated until item 6), Kjeld Nielsen, Klaus Kjær, Lars Diekhöner, Karina Kjeldgaard Ludvigsen (new employee representative, participated until item 3).

Unable to attend: Astrid Heidemann Lassen, Jette Marie Christensen

Other participants: Tina Verdal Pedersen (Minute taker)

1. Approval of minutes and agenda

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

Appendix 1: Minutes SU from August 31st 2022: <https://www.intranet.mp.aau.dk/committees-councils/joint-con-sultation-committee/>

Minutes and agenda approved.

Follow up: None.

2. Budget

Setting: Debate about budget 2023 and follow up on budget 2022.

Appendix 2: Budget 2023

Appendix 3: Budget follow up 2022

The income frame is not in place yet.

Jens Rauhe informed about the new frame of distribution for STÅ. It is expected for MP to have a big decline in STÅ and at the same time a big rent increase, among others because of the increasing energy prices and contribution to the Innovate-building.

There will be an extraordinary SU meeting about budget 2023 when the income frame is known.

Follow up:

Management will call an extraordinary meeting about budget 2023.

3. Update from chairman and deputy chairman

Chairman informs about a successfully completed working environment debate on ENG

Jens Rauhe:

There has been working environment debate on ENG. There will be composed a new staff wellbeing barometer which MP among other will test.

Benny Endelt:

Completion of Work Place Permits (WPP) in relation to the students' work in the laboratories. Unclear how and who as well as the general training of the students. The focus is on the students' work and general activities in the laboratories, and it is already on the agenda for the AMIU meeting on November 9th 2022.

Follow up:

There will be a joint announcement on the subject from AMIU.

4. Moving

Setting: Discussion of interior design proposals and process for moving to Fib16.

Appendix 4: [Tegninger over Fib16](#)

The drawings of the building as well as the vision for the building were reviewed and discussed.

Basement: Jens Rauhe has had a meeting with the students about the background for the layout of the areas/group rooms for the students. The information was well received.

The new layout means space for 210 students in the basement, an open and bright environment, new toilets, better use of the square meters and better use of the yard.

In addition to group rooms there will also be rooms that can be used for supervision.

The 210 spaces for students in FIB16 is approx. 100 spaces more than before. The last of the institute's approx. 600 students are divided between PON103 and FIB10.

Regarding the furniture for the basement, there is focus on a high degree of recycling. However, the furniture cannot be delivered until the end of February. This will cause challenges in relation to the permanent group rooms in February.

Ground floor and 1st floor: Glass has been installed in doors and selected walls, which provides more transparency and light. Foil will be added to the inner class sections to remove the view to the office spaces. Work is underway on bettering the artificial lighting and the installation of solar shading. The ventilation system has also been upgraded and expanded to ensure a better indoor climate.

CAS is working on ensuring that the toilets on the ground floor and 1st floor will be renovated as soon as AAU takes over the building from BYGST.

Vision for the redesign of FIB16

The process of redesigning will take place when we have moved back as BYGST has to finish the ongoing work. This means both content, economy and timeplan.

The proposal is based on a more open design of the floors. The drawings with the proposal include both spaces for the current number of employees and an outline of how to place additional future staffing.

Spaces for the employees from Physics are included in the vision for the new design and that we must avoid unnecessary relocations.

Plan for relocation

AAU gets the building on January 20th 2023 so PON103 will be ready for students from February 1st.

An overall plan for the relocation is composed.

A proposal for a plan for the distribution of the researcher groups in FIB16 is being composed and will be consulted.

A final time plan for the moving can only be made once the dates have been set by CAS.

We must ensure the best possible use of the square meters. Distribution of the department's number of square meters between students and offices/researcher groups will become a topic at some point.

FIB14: As the plan is now, the reconstruction of FIB14 will be completed in 2024, so that, with the exception of the cleanroom, there will be space for the facilities from Skjernvej.

Follow up:

Management will draft a plan for the room distribution of the researcher groups in FIB16 and will send out the plan for consultation among the employees.

5. AAU strategy – target agreements for MP

Setting: Information about process, status of target agreements 2022 and discussion of target agreements for MP 2023.

In line with AAU's strategy: Knowledge for the world 2, one-year target agreements with each institute will from now on be worked on, taken stock and new efforts will be reported in relation to the targets, which will be announced yearly. The deadline for submitting target agreements is November 17th 2022.

Appendix 5: Target agreements MP 2023

Jens Rauhe informs:

Target agreement 2023 consists of eight targets, of which the institutes are responsible for three:

- Education, target 1.2: Further education
- Research, target 2.1: AAU involves and collaborates with regional, national, and international parties on mission-driven research
- Organization and management, target 5.3: AAU is a hotspot for talent

Presentation and discussion of target agreement:

SU reviewed and discussed the management's proposals for the three areas in the target agreement that the institute is responsible of.

Target 2.1: AAU involves and collaborates with regional, national, and international parties on mission-driven research

The process has been as follows: the individual departments have submitted a number of mission proposals to the faculty, which have been processed here and have resulted in 4 mission proposals. All faculties have composed a number of mission proposals which have been submitted to and processed by the strategic council for research and innovation (SRFI)

Several researcher groups should be able to play a role in the mission proposals sent to SRFI.

It is not yet decided how the work with the missions will run in daily life, nor how it will be supported. The concrete implementation will take place in close dialogue with the researcher groups.

The individual researcher groups will examine their respective perspectives for contributions to the missions.

The possibilities for new and existing collaborations between the groups during the selected missions will be decided at institute level.

After the selection of AAU's missions, work continues internally to play into the selected missions and further develop the institute's own missions.

Discussed that working with the missions should not mean extra administrative work but should be integrated in the research efforts.

The work with the missions also provides an opportunity for branding the university and the institute which gives extra visibility to research, education and AAU as a whole.

Target 5.3: AAU is a hotspot for talent

All professors and associate professors must ensure continuity so that there will also be skilled researchers in the field in the future.

All research/project managers are responsible for talent development of younger colleagues.

We must create the framework for younger researchers to establish independent, international networks.

We must increase the proportion of post-doctoral grants and thereby support younger researchers in defining and establishing independent research areas.

At least 50% of all master's projects must be in direct relation to the institute's research in order to give the students an earlier and clearer understanding of research.

We must update and clarify the institute's career policy.

We must develop digital teaching skills.

Discussed that it is clearly important to work with talent development and by that ensuring that new, younger colleagues are added. The challenging part will be to make sure that the efforts are working.

Mål 1.2: Further education

We must revitalize the MMT program (Master in Management of Technology). Can it be organized more flexibly to appeal more broadly?

MP has a long tradition of offering the MMT education. There are many inquiries about the education but there is now a reluctance on the part of the companies to register employees.

Including:

- Can the courses in MMT be offered as separate modules, as a more flexible entry to MMT?
- Which existing courses (or parts) can be offered as separate modules? Special focus on PhD courses.
- Development of EVU offers within the health sector?

- Make teaching independent of time and place.
- Collaboration on administration and marketing of EVU across AAU?

Discussed that it is generally crucial to have a high quality in EVU offers.

The price level for an MMT education in relation to any competing offers can be assessed as part of the revitalization and/or make it more clear how much content one as a participant get in relation to the price.

Courses aimed at specific industries can also be established.

Follow up:

Status of the work on the target agreement will be discussed again at the SU meeting in May 2023.

6. Evaluation of meetings – meeting schedule and annual cycle of work 2023

Setting: Evaluation of committee meetings – how is it working in terms of collaboration, scope, topics etc.? Are there any changes/new topics for the annual cycle of work 2023?

Proposal for new meeting schedule for 2023:

May – week 20

June – week 23 (Working environment discussion with AMIU)

August – week 34

November – week 43

Appendix 6: Draft for SU annual cycle of work 2023

Meeting schedule:

Annual cycle of work:

Agreement that going forward the meeting should focus more on where SU can help provide input for future decisions as well as discussion of drafts for the target agreements at today's meeting.

We will also be aware that the discussions have a level of detail that suits SU's role – when topics for example belong in other meeting forums.

Benny Endelt mentioned that SU generally expects to be involved in discussing initiatives etc. that have an impact on costs and cost structure.

Follow up: None

7. Any other buisness

Proposals:



Klaus Kjær mentioned that "Den Statslige Kompetencefond" on 01.12.22 will open a new, temporary fund pool for employees on an academic agreement aged 55 or more.

Application guide:

[Ny indsats vil understøtte kompetenceudviklingen for akademikere på 55 år eller derover](#)

Follow up: None.

8. Communication to the institute

Is there anything from today's meeting that needs to be communicated, and who does it?

Follow up:

The move back to FIB16, cf. item 4: Management composes and sends out draft for consultation on the location of researcher groups.