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Udkast*

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Date: 23-11-2022
Case No.: [Sagsnr.]

Minutes MP SU – extraordinary meeting on November 30th 2022

Participants: Jens Christian Moesgaard Rauhe (chairman), Benny Endelt (deputy chairman), Astrid Heide-mann Lassen, Jette Marie Christensen, Brian Vejrum Wæhrens, Lars Rosgaard Jensen, Kjeld Nielsen, Klaus Kjær, Lars Diekhöner, Karina Kjeldgaard Ludvigsen

Unable to attend:

Other participants: Camilla Kristensen (minute taker), Jan Anker (budget)

1. Approval of minutes and agenda

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

Appendix: Minutes SU from November 4th 2022: <https://www.intranet.mp.aau.dk/committees-councils/joint-con-sultation-committee/>

Minutes and agenda approved.

Follow up:

None.

2. Budget 2023-2025

Setting: Debate about budget 2023-2025

Appendix: Will be forwarded ASAP

Head of department Jens begins today's meeting with a look back at the department's seminar in August where increased focus on funding, student intake and retention were stated as decisive parameters for the department's finances and growth. The background for today's meeting is the fact that the income frame has fallen into place with the faculty and unfortunately the department is facing a challenging future. Jens goes through the budget. Overall, there is a large drop in STÅ income. One STÅ corresponds to approx. DKK 100.000 in income which underlines the importance of recruitment and retention. The large drop is due to falling youth cohorts and also the closure of educations, respectively CTTP and MT as well as relocation and takeover of the following educations: EE, BAIT, DIP, MASK TEK Esbjerg. The institute's income from the sale of teaching hours is also under pressure. Overall, this means that the institute's external revenue must increase more than is currently the case to offset the falling income from the education programs.

In addition, the institute has been subjected to rent increases which also have an impact on the overall economy. The price per square meter is rising.

The conclusion is that the institute's income is falling while the expenses are pretty much kept constant. This means that the institute's budget shows a deficit for the next three years of DKK 5,5 million in 2023, DKK 9 million in 2024 and DKK 11,5 million in 2025.

Therefore, we have a huge task to ensure a sustainable economy. In this connection, everyone's help and contribution is appealed to. In addition to executing on quick savings opportunities, the management will present a plan to ensure a good process going forward and to ensure employee involvement and qualification of decisions. The plan includes the preparation of a catalog of ideas with a focus on increasing the institute's income and reducing costs.

Process:

Nov. – dec.: Employee information/info meeting

- Extraordinary SU-meeting
- Employee meeting

Dec. – feb.: Preparation of catalog of ideas

- SU-meeting
- Employee involvement

March: Follow up

- Follow up, evaluation and discussion of incoming ideas
- Planning and preparation of any further work

April: Final plan

- Preparation of final plan
- Employee information

In relation to the rapid savings, the management points to rent as an obvious area to save money. Termination of FIB10 where the institute currently has group rooms for students will mean a saving of approx. DKK 1 million yearly. As a result, from March this year there will be fewer group rooms, so all groups cannot be allocated their own room. In addition, other possibilities to save on the rent will be looked at, such as phasing out Skjernvej etc. Reconstruction of FIB14 and new construction of the cleanroom provide an overall rent saving as a result of reduced rent at SKV.

Discussion in SU:

- The employee side draws attention to the fact that it is limited what can be done to correct the 2023 budget at this point.
- The employee side draws attention to the fact that the financial challenges do not only affect MP as an extraordinary FSU meeting has been called for Friday December 9th 2022. Parts of the other institutes have however been more successful in collecting funds, which means that their economy looks more sustainable.
- The income frame is difficult to see through, among other things due to the new parts STÅ model which is being implemented.
- It is important to focus on offering further education, as this is a means of increasing the institute's income.



- The employee side requests more data to be able to qualify their input.
- The employees demand more information about how much the external funding must be increased in order to improve the institute's finances. The management acknowledges the need, but emphasizes that the effect of increased funding depends on many factors: overhead, co-financing, budgets, buy-outs of permanent staff, etc.
- We must be aware of task sliding from the joint administration as well as changed terms and conditions e.g., in rent and budget models.
- The employee side asks for the joint contribution to be elaborated and appeals to the management to use their mandate to influence the internal system, which the management assures is an ongoing job.
- There is agreement to look at the group rooms and their utilization in general. The impression is that the students find solutions and flexible ways to arrange themselves.
- The employee side notes that we need to look at wages and structural changes to ensure a sustainable economy. The management emphasizes that the process is to look more broadly at opportunities to increase income and reduce costs. This process runs in January and February, after which we sum up in March. We must then assess whether further measures are needed.

Management requests confidentiality until Friday after the employee meeting.

Follow up:

Management will follow up on the process plan.

Any other business

Proposals from the employee side: Proposal from the employee side: The employee side is concerned about the consequence of the temperature reduction. Employees are increasingly starting to work from home and more sickness is experienced. Furthermore, it has been noticed that the temperature varies across AAU. In several places, the temperature is significantly higher than 19 degrees.

It is agreed that the temperature challenge will be brought up in HSU.

Follow up:

Klaus and Kjeld will bring up the topic in HSU.

3. Communication to the institute

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

Minutes in Danish and English are made available on Intra after the staff meeting.

Follow up:

Camilla follows up