



*Confidential  
Godkendt*

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## Minutes MP Departmen Council – extraordinary meeting on December 20<sup>th</sup> 2022

**Participants:** Jens Christian Moesgaard Rauhe, Esben Skovsen, Esben Lindgaard, Jan Anker Nielsen, Peter Kjær Kristensen, Camilla Kristensen (referent).

**Unable to attend:** Hamilton Delaney Miller, Simon Bøgh, Astrid Heidemann Lassen, Simon Rasmussen,

**Other participants:** Camilla Kristensen (minute taker)

### 1. Approval of minutes and agenda

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*Setting: Approval of minutes from the last meeting.*

*Appendix: Minutes from Department Council Meeting November 2nd 2022: <https://www.intra-net.mp.aau.dk/committees-counsils/joint-consultation-committee/>*

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Minutes and agenda approved.

**Follow up:**

None.

### 2. Budget 2023-2025

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*Setting: Debate about budget*

*The budget was presented at the meeting.*

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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 CTPP 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. The management has initiated the termination of the contract regarding FIB10. 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. Total savings from relocation of SKV is currently estimated at DKK 4.5 million.

**Discussion in the Department Council:**

- The employees are concerned about whether the employees have understood the challenge the Institute faces in the next three years. This underlines the importance of the already planned employee interviews - see the above-mentioned process plan.
- The importance of the need for external funding must be clarified and the expectation of the individual employee must be made clear. The institute's research is diverse, where the use of research professionals is encouraged to create an overview of funding opportunities for the individual researcher.
- The need for a strategic and coordinated effort of the institute's funding and teaching activities is crucial to meeting the institute's financial challenges. It is a joint responsibility to carry out this task, but the task must be solved based on the competences and possibilities of the individual researcher/group within funding and teaching.
- The Institute's age challenge must be taken seriously and thought into the Institute's future plans.



- Student retention is an important area of focus. The move of 1 academic year to the campus makes it possible to follow the students more closely and give them the feeling of greater belonging to the Institute in the first year of study. The expectation is that this can contribute to promoting the well-being and professional level of the coming cohorts.
- A general focus on rent savings and square meter savings is important.
- Better organization of teaching. Focus on planning coherent teaching and inclusion of research in semester projects as a means of streamlining and freeing up resources for, among other things, funding
- Talent development is crucial and is a focus area. Retention of talented master's students must be included in the plans for this area
- The department council's role in the forward-looking process. The agreement is that the Institute Council will be included to the extent that it is relevant in relation to the Institute Council's role and responsibilities.

Jens appreciate the input and encourages to follow up in case of further input - see previously sent emails.

***Follow up:***

*Management will follow up on the process plan.*

**3. Any other business**

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*None.*

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***Follow up:***

*None.*

**4. Communication to the institute**

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

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

***Follow up:***

Camilla follows up