



Kan frit distribueres
Udkast

Aalborg University
PO Box 159
9100 Aalborg

Case officer:
Camilla Kristensen
Phone: 99 40 99 05
E-mail: cakr@mp.aau.dk

Date: 22-03-2023
Case No.: [Sagsnr.]

Minutes MP SU – meeting 22nd March 2023

Participants: Jens Christian Moesgaard Rauhe (chairman), Astrid Heidemann Lassen, Jette Marie Christensen (minutes-taker), Brian Vejrum Wæhrens (from point 5), Lars Rosgaard Jensen, Kjeld Nielsen, Klaus Kjær, Lars Diekhöner, Karina Kjeldgaard Ludvigsen

Unable to attend: Benny Endelt (deputy chairman)

Other participants: Jan Anker Nielsen for point 1-4

1. Approval of Agenda

Order of business: Approval of minutes from last meeting in addition to approval of the agenda for today.

Appendix 1: minutes SU from 26th January 2023: <https://www.intranet.mp.aau.dk/committees-councils/joint-consultation-committee/>

Approved.

Follow up:

None

2. Briefing from Chairman and Deputy Chairman

Order of business: The chairman will inform about the relocation process regarding Skjernvej/FIB12 (cleanroom) and 14 as well as AAU's inclusion survey.

Appendix 2: Link to AAU's inclusion survey: [https://aaudk.sharepoint.com/sites/Inklusionsmaeling/SitePages/INCLUSION-SURVEY-at-Aalborg-University-\(English-version\).aspx](https://aaudk.sharepoint.com/sites/Inklusionsmaeling/SitePages/INCLUSION-SURVEY-at-Aalborg-University-(English-version).aspx)

Jens briefed on,

Construction process:

- FIB 16 is almost finished. The students are fond of the basement. Card readers are soon finished on the 1st floor. We're putting as much film as possible on the doors according to the building regulations (fire safety). The toilets will be renovated during the summer months, starting between quadrant 2 and 3.
- FIB 12: The first cost estimate of the construction of a new cleanroom is now official. The estimate is DKK 150 million (initial estimate was DKK 60 million. A process is running internally at AAU/in CAS

who are evaluating and planning the process. The timetable is currently unknown. Furthermore, work is underway to get out of Skernvej as soon as possible, possibly to maintain the lease of the cleanroom longer than the rest. As of now, nothing has been clarified. The employees who use the lab will be informed and involved ASAP.

- Remodeling of FIB 14 is going according to plan with an expected completion at the end of 24.
- General focus on condensing and saving area throughout AAU.

Inclusion survey:

- Only results at ENG level is available, as otherwise anonymity cannot be maintained.
- Compared to the rest of AAU, ENG is ok at inclusion. We lack women and foreigners who do not feel included. We may have a challenge with foreigners not wanting to stay at AAU.

Consideration:

- One explanation for foreigners' lack of desire to stay at AAU may be the Chinese employment system, where 2-3 years at a Western university can be the way into employment at a Chinese University.
- It is worrying that we bring in employees who apparently do not wish to be here. However, the section leaders find that, through "MUS-samtaler" (employee development interviews), they have a good picture of who wants to stay and who do not. Therefore, it is not a major challenge.

Follow-up:

3. Briefing on Financial Annual Accounts of 2022

Order of business: Jan Anker briefs on the results of the annual accounts (årsregnskab) of 2022

Appendix 3: Årsregnskab 2022

Jan Anker Nielsen reviewed the annual accounts of 2022 (appendix)

He noted:

- In 2022, we continued to have budget security in relation to STÅ. This has changed in budget 2023 where our budget is regulated if STÅ change during the year.
- Project revenue from external funding was higher than budgeted, so we had a total income here of approx. DKK 15 million.
- In 2023, AAU received higher basic research funding from government, which was sent out to the departments They are included under other income (row 15)
- This meant that we had a total of DKK 6 million more in revenue than originally budgeted.
- A little more money was spent at Lab and external funds were raised for investments.
- VIP salary was DKK 3 million below budget, which is due to delayed/fewer hires primarily on projects (therefore also less buy-out).
- We had about 1.6 million more in losses on projects.
- Overall, we came out with a positive result of approx. DKK 1.3 million.

Follow-up:



4. Status of the Budget Balance Process 2023-2025

Order of business: In connection with the announcement about the department's finances in December 2022, the employees were asked to submit proposals for a catalogue of ideas (idékatolog) regarding savings in order to bring the department's finances into balance. At the meeting, the stage is set for a discussion of the proposals received and subsequently a briefing on the future process.

Appendix 4: Idékatolog

Appendix 5: Presentation from employee meeting on 2 December 2022 including process overview.

An extraordinary SU meeting has been called for Monday, which is why today we are only talking about the catalogue of ideas.

Previous proposals for increased income and savings from SU are collected in the catalogue of ideas. Management have looked at the proposals. Unfortunately, only a few of the proposals can and would like to be incorporated directly into Budget 2023: the sale of equipment, the termination of FIB 10 and the reduction of Christmas presents.

Unfortunately, the proposals do not currently contribute much to budgetary balance.

Follow-up:

5. Well-Being Barometer 2022 – Pilot Project

Order of business: The department has been selected to participate in a pilot project concerning a new well-being barometer (trivselsbarometer) at AAU. The feedback on the well-being survey has just been compiled and the stage is set for a discussion of the results in SU.

Appendix 6: Trivselsbarometer 2022

In the future, there will be a 2-year APV roll, so that well-being surveys will only be made every two years. This year, there will be no well-being survey at the entire AAU. However, MP has this year run tests on a new well-being Barometer together with the Department of Communication and Language (Kommunikation og Sprog) in addition to the AAU Shared Service (Fælles Service).

Management and AMIU have not yet discussed the well-being surveys, but we must note that there are challenges and concerns in the survey, e.g. regarding lack of motivation and recognition, too much stress and unfortunately continued cases of bullying. In general, there is relatively high job satisfaction, which is positive.

The Joint Secretariat's measurement has been discussed with the Head of Department of Mathematics, as it is a joint secretariat.

Consideration:

- The tool:
 - Astrid has participated in the evaluation of the tool. The feedback was generally also from other test units that it is fine to get the measurement, but that the anonymization makes it difficult to work with. Invitation to consider data for smaller groups (under 10), possibility of free text or similar.
 - Current schedule is better than the old one and, after all, it provides a snapshot of the organisation.
- The results - What are we doing about it?



- It's difficult to work with when we can't quite figure out what it's about. And who you have spoken to. Management can be a somewhat diffuse concept for some.
- Frustrating that we have employees who are not motivated, are stressed, bullied, etc. without knowing what it is about and without us being able to do anything about it.
- We need to have a culture where we talk about it. The groups must talk about it, but it can be difficult. Help and tools are requested from, e.g. HR.
- Message to staff
 - A link to the study will be sent out together with the minutes from SU with text stating that it is worrying and unacceptable.

Work continues on well-being, e.g. in AMIU.

Follow-up:

6. Sick Leave 2022 – Statistics

Order of business: The department has just received statistics on sick leave in 2022. The statistics shall be submitted for discussion.

Appendix 7: Sygefraværstatistik

Jens commented on the statistics. MP is low compared to the entire AAU in addition to ENG. TAP is more frequently sick than VIP. The statistics are not worrying.

Follow-up:

7. Other

None.

Follow-up:

8. Message to the Department

The well-being survey is sent out with comments that it is worrying and that bullying is unacceptable and that work continues on well-being, e.g. in AMIU.



Follow-up: