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Udkast

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Date: 06-03-2023
Case no.: [Sagsnr.]

Minutes MP SU – Meeting June 6, 2023

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

Unable to attend:

Other participants:

1. Approval of Agenda and Follow-up on Minutes.

Order of business: Approval of the agenda for today's meeting and follow-up on minutes from the last meeting (minutes previously approved).

Appendix 1: referat SU fra den 26. april 2023 (minutes SU of April 26, 2023): <https://www.intra-net.mp.aau.dk/committees-councils/joint-consultation-committee/>

Approved

Follow-up:

2. Information from the Chairman and Deputy Chairman

Order of business: The chairman and deputy chairman provides information on selected topics.

The following information was provided:

- FSU was informed that the faculty's finances are challenged, and, therefore, a qualified hiring freeze has been introduced at ENG throughout the year.
- . We are currently engaged in energy optimization efforts at AAU. The Department is part of the initial phase of optimization with the aim of saving energy in our laboratories.
- Mapping of the working environment in the secretariat has been initiated.
- The management team is working on a process for a department strategy, which will be initiated in the Autumn. Questions were asked about the faculty's framework for the strategy and whether we have the autonomy to develop our own strategy. At Materials and Production (MP), we must operate according to the financial framework and terms which we receive from the faculty.

When it comes to funding, both our organization and the entire sector face significant challenges. The goal for MP from the dean's perspective, is to achieve an external turnover similar to that of Energy and BIO, approx. DKK 100 million in the long run. Today, we have approx. DKK 50-60 million. The plan is ambitious in nature and will require a significant time investment to accomplish. The DKK 100 million signifies the Department's untapped goal for growth and potential. We need to figure out how to reach this goal together.

There is a demand for both financial and professional frameworks and visions "from above", so that we have a solid foundation upon which we can construct our own strategic approach. We need predictability and an established framework. We must do our very best to attract funds. To achieve this, we must establish a framework that empowers employees to deliver and enhance their skills.

The management will present a draft framework for the strategy. Subsequently, work will be done in groups and sections to fill in the framework with more specific input. We started the process last year at the department seminar in Sæby. We must continue working on this.

- The process of appointing new SU members has been initiated. The deputy chairman is coordinating the process and expects to finish the process before the summer holiday.

3. Distribution of Teaching 2022

Order of business: *As requested and in line with previous practice, the distribution of teaching for 2022 is sent to SU for informational purposes and discussion. The statement is final.*

Appendix: *Undervisningsfordeling MP F22E22 (Distribution of teaching MP Spring 22 Autumn 22)*

The appendix was presented and discussed:

- It is requested that PhD supervision is included in the overview in the future.
- When we dismiss employees there will be a higher average teaching workload, but not more with a very high workload.
- The purpose of SU discussing the overview of teaching workload is for us to monitor that there aren't too many individuals who are burdened with either high or very low teaching loads.
- It would be beneficial if the overview included a comparison with the previous years.
- An attempt has been made to calculate, in one section, the number of hours researchers are burdened with teaching and research exemption. Co-financed research exemption is not included. There is a variation in the level of burden they experience. Perhaps we should establish a goal for the workload of professors, associate professors, associate professors and assistant professors.
- The distribution of tasks within the sections is handled differently. In Physics and Mechanics, some groups distribute the tasks themselves, others have asked the head of section to be responsible for this task. In the section of Production, they are working on an overall distribution among the groups. Afterwards it is allocated and balanced within the groups.
- There has been an effort to encourage younger colleagues to contribute to teaching. It appears to be effective. 22 colleagues are delivering teaching to the PhD school, which implies that the rest do not.

4. Financial Follow-up as of 31.03.23



Budget follow-up for the department for Q1 2023 is presented for information.

Appendix: Budgetopfølgning pr. 31.03.23 (Budget follow-up as of 31.03.23)

For info only.

5. Information on Relocation Plans regarding Skjernvej

Information on current plans, processes, and decisions.

The head of department informed about the current work regarding with the relocation plans:

- It has been decided that a cleanroom will not be constructed
- A plan is being developed for vacating the offices and lab premises at Skjernvej as soon as possible.
- The focus is on making the financial situation manageable for the department.
- A plan is being developed to integrate the laboratory buildings at a new location at FIB14.
- It is being investigated whether a cleanroom can be integrated at FIB14.
- There are still unresolved questions before the final plan can be announced. There are also financial aspects that need to be sorted out.

6. Staff Reductions

Order of business: *The status and consequences of staff reductions are presented and discussion. The reduction plans have now been implemented. The economic consequences are shown in Appendix 2. Appendix 3 is the plan for the distribution of teaching tasks for the Autumn semester. Efforts are also being made to establish and inclusive process for task allocation in the laboratory and secretariat.*

Appendix 1: *Personalereduktioner – økonomiske konsekvenser 2023-25 (Staff reductions – economic consequences 2023-2025)*

Appendix 2: *Procesplan for fordeling af arbejdsopgaver – VIP (Process plan for distribution of tasks – WIP)*

The status and consequences of staff reductions were discussed:

- As a result of the staff reduction process we will have to say goodbye to 11 colleagues:
 - 2 in the section of Production
 - 4 in the section of Physics and Mechanics
 - 2 in the secretariat
 - 3 in the laboratory
- In addition, you should add those who have voluntarily resigned and whose positions have not been filled.

Across the entire department, efforts are being made to redefine task distribution, including reducing service levels and prioritizing tasks.

Follow-up:



7. Other

Proposal:

Everybody is encouraged to remain positive despite the challenging times and the difficulties in task distribution.

Follow-up:

8. Communication to the Department

Is there anything from today's meeting we need to communicate – and who does this?

Information about moving from Skjernvej is requested as soon as possible.

Follow-up: