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Date: 04-10-2023
Case No.: 2023-232-00193

Summary of the meeting of the Main Joint Consultation Committee on 3 October 2023

Participants: Per Michael Johansen (PMJ), Anne Marie Kanstrup (AMK), Søren Lind Christiansen (SLC), Thomas Bak (TB), Rasmus Antoft (RA), Lars Hvilsted Rasmussen (LHR), Lotte Brunø (LB), Jesper Lindgaard Christensen (JLC), Klaus Kjær (KK), Frederik Hertel (FH), Louiza Bohn Thomsen (LBT), Thomas Lykke Andersen (TLA), Lars Bo Larsen (LBL), Palle Steen Hansen (PSH)

Unable to attend Mogens Rysholt Pedersen (MRP), Casper Tobias Toft (CTT)

Other participants: Helle Hjortnæs Kristensen (HHK), Steen Harrit Jakobsen (SHJ), Mogens Juul Møller (MJM), Line Renée Thellufsen (LRT), Bettina Lykke Pedersen (BLP) (ref.)

1. Approval of agenda / Per Michael Johansen (13.00-13.05)

Recommendation: HSU approves the agenda.

HSU approved the agenda.

2. Information from the Rectorate / Per Michael Johansen (13.05-13.20)

Appendix: 2.1: Rectorate's orientation to HSU

Recommendation: HSU takes note of the briefing.

PMJ provided information on the candidate reform. AAU has already made dimensioning, which is important to keep focus on.

PMJ informed about the impending changes in the financial area of Joint Service (FS) from 1 January 2024. The relocation of staff members to ØA is part of an overall plan for FS to constantly optimize the organization and ensure efficient resource consumption. Work is also underway on other initiatives, such as a new process unit and personnel adjustments in ITS and STS.

Finally, PMJ informed about the status of AAU's research indicator, which is working on a new research indicator to replace the defunct BFI model. It is expected that in early 2024 the EAC and the VBN team will present the preliminary experiences with the AAU Research Indicator for SRFI and discuss possible adjustments.

Finally, PMJ briefed on how the Institute for Advanced Study in PBL (IAS PBL) has published an annual report for its first year. The report describes how IAS PBL has worked towards creating a unified PBL unit by, among other things, involving expatriate researchers in the formulation of a comprehensive strategy for the entire IAS PBL.



JLC asked about the internal task force in relation to the candidate reform, to which PMJ explained that it is a purely technical task force that primarily focuses on education statistics and economic data

AMK added that a number of meetings and workshops are planned, where staff members have the opportunity to provide input. In addition, work is being done on sector dimensioning and restructuring, and in this connection, an email has been sent to staff members with an invitation to provide input. Nothing has yet been decided. PMJ called for constructive input.

3. Briefing from the staff representative / Jesper Lindgaard Christensen (13.20-13.25)

Recommendation: HSU takes note of the briefing.

JLC informed that PROSA has been selected for the 9th place in HSU. Casper Tobias Toft has been newly elected TR and will participate in HSU meetings in the future.

The staff representative has appointed Frederik Hertel as new deputy chairman.

JLC informed that there is positive feedback from the Business School after a period of a variety of challenges PMJ welcomed FH as the new deputy chairman and thanked the outgoing deputy chairman for their good co-operation.

4. Information from the HR department / Line Renée Thellufsen (13.25-13.30)

Appendix 4.1 Minutes of HAMiU meeting 31 May 2023

Appendix 4.2 Agenda for HAMiU meeting 14 September 2023

Recommendation: HSU takes note of the briefing.

LRT informed that the wage negotiation process has got off to a good start. The salary negotiation process is a strategic focus area that HR is working hard to improve. The staff representative commented that they would like to be involved in the process, as they experience different challenges in connection with the salary negotiation process due to their role as TR. LRT emphasized that HR has a strong focus on involvement and will therefore bring input to the project team.

LRT provided information on the minutes of the HAMiU. The revised Well-being Barometer has been approved, and the new questionnaire will be sent out throughout the organisation at the end of November and hopefully form a good starting point for subsequent meaningful risk assessment dialogues.

5. Discussion and follow-up from HSU and HAMiU's joint meeting / Per Michael Johansen and Line Renée Thellufsen (13.30-13.40)

Appendix 5.1 Summary of case for collection at HSU and HAMiU joint meeting 29.08.23

Annex 5.2 Presentation from the joint meeting

Appendix 5.3 HSU and HAMiU own input from the theme day

Recommendation: HSU discusses the collection at HSU & HAMiU joint meeting on August 29, 2023 and decides on possible initiatives for further cooperation between HSU and HAMiU, and between the committees and the other cooperation and working environment committees.

PMJ acknowledged an exciting day with good speeches and discussions.



PMJ highlighted two proposals that could be discussed further in HSU:

1. HSU needs to be better at prioritizing agendas as they are too pressed now.
2. HAMiU Vice-Chairman may be invited to HSU meetings as an observer and vice versa for HSU Vice-Chairman so that knowledge can be brought between the two committees.

The staff representative commented that an extra meeting participation in HAMiU could be challenging in a busy day, but that you could start from the agendas and participate as an observer when it makes sense.

PMJ highlighted that, for example, in relation to cost-cutting processes, it might be appropriate to participate across disciplines, as such processes also have a health and safety perspective and are therefore relevant to both committees. At preliminary meetings, the Presidency may consider whether there are items on the agenda that are not suitable for participation by the HAMiU.

The Committee also discussed the proposal from the joint day on informal meetings. FH noted that informal meetings can be good if it is possible to share the information from here. Early involvement is important.

In the future, the Presidency will have a special focus on ensuring that the agendas provide space for the discussions that are important to the Committee. It was also pointed out that follow-up of decisions is essential.

The Committee also stressed that a positive and constructive approach to cooperation is an important prerequisite.

6. Approval of meeting schedule and annual cycle for 2024 / Bettina Lykke Pedersen (13.40-13.45)

Appendix 6.1 *Årshjul for 2024*

Recommendation: HSU approves meeting schedule and annual cycle for 2024.

HSU approved meeting schedule and annual cycle.

FH noted that the Board of Directors has scheduled a special meeting for August 2024, and it might make sense to hold a meeting of HSU in relation to this.

Follow-up:

The Presidency and the Secretariat will consider whether there is a need to hold an extraordinary HSU meeting in August 2024

7. Discussion and decision on draft revised AAU Competency Strategy /Helle Hjortnæs Kristensen (13.45-14.05)

Appendix 7.1 Brief to HSU Revised Competency Strategy

Appendix 7.2 AAU's Competence Strategy

Appendix 7.3 Draft Principles for Competency Development at AAU

Recommendation: HSU discusses and decides:

Title of the revised competency strategy

Content of Principles for Competency Development at AAU

Supplementary document with priority competence development efforts

HHK presented the revised competency strategy as well as proposals for a supplementary document with priority competence development areas that could be adjusted as needed to meet competence needs that match the ambitions of Knowledge for the World 2022-2026.

The title of the revised competency strategy, Principles for competency development at AAU, was approved, and the committee acknowledged that the content has been simplified so that it is a more relevant and more easily implementable document.

The staff representative made few requests for adjustments in the five principles of competency development: In addition to developing professional competences, there must also be a focus on the cultural and social competences of the staff members. In addition, it was pointed out that it should be clearer that competence development must be able to take place at individual, group and organisational level. HHK commented that there are already several forms of competency development at AAU at different levels; e.g. development of IT and language competences across units, disciplines and individual, group and organisation. In addition, the HR department supports the development of cross-disciplinary competence needs such as Research Management, project management and language courses.

The committee agreed that a supplementary document with priority competence development efforts is not necessary, as Knowledge for the World 2022-2026 already points to these competence development areas.

Follow-up:

The HR department will continue to pay attention to whether there is a demand for competency development across units that can be supported by joint, cross-disciplinary competency development offers.

**8. Information on financial status for 2023 and budget for 2024 / Steen Harrit Jakobsen
Status of the campus plan and presentation of key figures from the building budget for 2024-2026 / Mogens Juul Møller. #14.15-14.40**

Exhibit 8.1 Presentation of HSU Financial Status

Recommendation: HSU is briefed on the financial status for 2023 and budget for 2024. HSU will also be informed about the campus plan and key figures for the building budget 2024-2026

The SHJ briefed the committee on the financial status for 2023 as well as the budget for 2024, where the impact of the actions taken is beginning to be seen.

Among other things, there has been a need for new investments in a new study administration system, strengthening cyber security, digitization in research, education and administration. A lot is happening at the various departments, and there may be several areas where savings can be made, for example in the administrative area or by consolidating areas such as financial management in the EAC. The focus is on ensuring that the current building stock is used optimally, as well as on the digital master plan.

The committee discussed the importance of seeking research funding and increasing external funding.

The staff representative expressed concern that there are only three days between HSU meeting in December and approval of the 2024 budget. This leaves a very limited period of time to make comments on the budget. The reason for the timetable is that they wanted to give the departments as much time as possible to work with the budgets for 2024.

MJM presented the status of the campus plan

In general, Campusservice is reluctant to make new investments due to the current socio-economic situation and the ever-increasing supply and operating costs. However, the densifications have helped reduce operating costs.

Further adjustments and measures will be taken in the coming years to contribute to the rebuilding of AAU's equity as well as initiatives to reduce operating costs.

There are uncertainties and challenges in relation to increased costs in connection with the renovation of buildings in Fibigerstræde and Fredrik Bajers Vej, which leads to uncertainty in the budget.

Finally, MJM informed that the temperature in the university buildings this coming winter will be 21 degrees.

9. AAU benchmark with the sector / Per Michael Johansen and Anne Marie Kanstrup (14.40-15.25)

Annex 9.1 Statement of case benchmarking HSU

Recommendation: HSU discusses the results of benchmarks and takes note of the briefing

PMJ presented AAU benchmark with the sector.

AAU is generally at a good level. In terms of grant-funded research, AAU is slightly below the other universities, which is being worked on to change. Less is repatriated than AAU receives in basic funds.

The staff composition at AAU is at a reasonable level, however, perhaps AAU could adjust the proportion of DVIP. The level of TAP employment is reasonable.

AMK explained that admission to AAU is decreasing, but there is a focus on maintaining and preferably expanding admissions to some studies. In general, the youth cohort falls by 8% in these years. The only place youth cohorts are increasing is in the metropolitan area. AAU has a constant focus on reducing drop-out rates. The students complete their studies in the prescribed time at AAU. This has been helped by the progress reform and also applies to the other universities.

AAU will continue to work to reduce unemployment among candidates, and there may be additional measures in this area in connection with the candidate reform.

PMJ informed that the presentation is sent out together with the minutes and may be used internally.

10. AOB

No comments on possibly
