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## Summary of the meeting of the Main Cooperation Committee on 26 April 2022

Members Per Michael Johansen (PMJ), Anne Marie Kanstrup (AMK), Søren Lind Christiansen (SLC), Rasmus Antoft (RA), Lars Hvilsted Rasmussen (LHR), Lis Carlsen (LC), Jesper Lindgaard Christensen (JLC), Klaus Kjær (KK), Frederik Hertel (FH), Thomas Lykke Andersen (TLA), Lars Bo Larsen (LBL) and Palle Steen Hansen (PSH).

**Unable to attend** Henrik Pedersen, Mogens Rysholt Poulsen, Meg Duroux and Louiza Bohn Thomsen.

**Other participants:** Henrik H. Søndergaard (HHS), ref. Jonas Bech Jensen (JBJ), Steen Harrit Jakobsen (SHJ) under point 5, Lea Stochholm (LS) under point 6, Nicklas Schreiber Nielsen (NSN) and Per Marc Pedersen (PMP) under point 10.

### Point 1: Approval of agenda / Per Michael Johansen

*It is recommended that Main Joint Consultation Committee (HSU) approve the agenda.*

JLC initially commented that PSH will not only take over the place in Main Joint Consultation Committee (HSU), but also the place in Committee for Equality and Diversity (ULD). JLC suggested that the fixed item on Main Joint Consultation Committee (HSU) secretariat's briefing could also be used for briefing on general HR-related topics, which Main Joint Consultation Committee (HSU) agreed. The minutes state that there will be elections in Sustainable Campus and Holiday Fund, which is referred to under Main Joint Consultation Committee (HSU) secretariat's briefing.

JLC suggested that Main Joint Consultation Committee (HSU) postpone item 7 on closure dates in connection with the relocation plan, as it is considered an important point that it would like to be able to properly address. AMK commented that a potential postponement would mean that some staff members would go even further in uncertainty. FH added that because the material for the item was not sent until April 22, there has been little time to discuss the plan with the hinterland. JLC interjected that they will try to schedule meetings with staff members relatively quickly, and that the staff representative will line up for an extraordinary Main Joint Consultation Committee (HSU) meeting if it can shorten the process. Based on the discussion, PMJ decided to postpone the item until the next Main Joint Consultation Committee (HSU) meeting.

#### **Follow-up:**

Item 7 concerning the year of closures in connection with the relocation plan is postponed until the next Main Joint Consultation Committee (HSU) meeting.

### Point 2: Information from the rectorate / Per Michael Johansen



## Appendix 2.1 Rectorate briefing to Main Joint Consultation Committee (HSU) April 2022

*It is recommended that Main Joint Consultation Committee (HSU) take note of the briefing.*

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PMJ reviewed the rectorate's written orientation points. He expects there to be a proposal to set the maximum admission target at national level at grade point average 9. This will involve work in identifying how to implement this, especially if you are talking about introducing nationwide or professionally differentiated tests. He would like people to say no thank you to motivated applications and instead use different tests on different programmes. LHR commented that tests impose an expense on the institution, which should be taken into account. PMJ commented that it is important that selected main organisations consider how entry requirements should be set up going forward.

JLC asked whether the Danish Building and Property Agency's funds to renovate buildings are running out. PMJ replied that the pool for the purpose has been exhausted, so renovation of FIB has been paused until further notice, but it is in contact with the permanent secretary so that in 2023 some funds can hopefully be unlocked again. JLC commented that Future Competencies has been approved and the reports will be published tomorrow. PMJ commented that for the first time since 2018, a decline in unemployment for Q1 can be seen.

### **Point 3: Orientation from the staff representative / Jesper L. Christensen**

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*It is recommended that Main Joint Consultation Committee (HSU) take note of the briefing.*

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JLC informed that the relocation plan takes up a lot, which has potentially affected the last well-being survey. The reports are that well-being is returning after Covid-19, but may be weighed down by the uncertainty in connection with the relocation plan. In addition, he would like Main Joint Consultation Committee (HSU) to state that classes after 4 p.m. should be avoided, but may be acceptable in some cases, in which case it should be scheduled in dialogue with the teacher, which has previously been the agreement. PMJ replied that Main Joint Consultation Committee (HSU) can indicate this. HHS added that the Staff representative of the Staff Policy Committee (PPU) previously concluded that the situation did not call for anything new in this regard. The message is still that you should avoid teaching after 4 pm, but this can be done in special cases. It is emphasized that the discussion about any problems with it should be taken with one's immediate manager rather than with the study secretary.

### **Point 4: Information from Main Joint Consultation Committee (HSU) Secretariat / Henrik H. Søndergaard**

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Appendix 4.1 Procedure for dealing with violence, threats and abusive behaviour

Appendix 4.2 Case presentation, Main Joint Consultation Committee (HSU) theme day

*It is recommended that Main Joint Consultation Committee (HSU) take note of the briefing.*

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HHS explained the background to the procedure for dealing with violence, threats and offensive behaviour, which is a fusion of the original procedure and the new procedure, which has a special focus on external harassment. Now the whole area is covered by one procedure description. Main Joint Consultation Committee (HSU) had no comment on the procedure.

HHS presented the topics "Work-life-balance" and "The International Workplace" as proposals for Main Joint Consultation Committee (HSU) theme day, both of which aim to qualify the work already taking place in the areas. PMJ asked if there was time to review both topics on the day. HHS replied that it is not likely. JLC commented that he would prefer the life-phase discussions in connection with Work-life-balance, as they are well in line with the senior policy. LBL and LC support JLC's comment. The RA commented that both are important topics, and even if one chooses one, one should also address the other at a later date. PMJ and FH support RA's comment. LHR commented that while he often faces questions related to languages and international



staff, he would also prefer work-life balance, even though both are important topics. Main Joint Consultation Committee (HSU) decided to address the topic of Work-life-balance at theme day in 2022, as well as the proposal that The International Workplace can be included in the theme day in 2023.

JLC asked when there will be an announcement in connection with the trial, where AAU will not be closed between Christmas and New Year in 2022. JBJ replied that the announcement will come within the next few days. JLC commented that H-TR is currently handling redundancies well, but one also wants to ensure that F-TR gets the same information in the process. HHS replied that HR will investigate the information process further. JLC commented that HR is also encouraged to clarify whether late consequences of Covid-19 may be an occupational injury within the university sector, cf. ATS' guidance. HHS replied that this will be taken further.

JLC informed that the Sustainable Campus Committee will continue with its current five-member setup. Three of the members shall be re-nominated; Pia Rose, Michael Jørgensen, Niels Krogh Søndergaard. Until the remaining two seats are set; Morten Kattenhøj and Sara Hildebrandt. PMJ confirmed that the members are thus appointed. In addition, JLC informed that the Holiday Fund must also hold elections in the Board of Directors, which happens in May every 3 years. The staff representative nominates the current members for re-election. Management must also nominate representative. Main Joint Consultation Committee (HSU) Secretariat is following up on this.

**Follow-up:**

HR is preparing material for Main Joint Consultation Committee (HSU) theme day in September 2022, which will deal with Work-life balance. The remaining members of the Holiday Fund's Board of Directors will be nominated in writing after the meeting.

**Point 5: Information on the annual report and final statement of the strategic framework contract / Steen Harrit Jakobsen**

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Appendix 5.1 Presentation of the case, annual report 2021

Appendix 5.2 2021 AAU Annual Report

Appendix 5.3 Presentation of AAU's annual report

Appendix 5.4 Total statement of target fulfilment for AAU's strategic framework contract 2018-2021

*It is recommended that Main Joint Consultation Committee (HSU) takes note of the briefing on AAU's annual report 2021, including the final statement of the strategic framework contract.*

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SHJ reviewed his presentation. From a financial perspective, the profit of DKK 117 million is fine, but some things have been difficult to bring into play, as well as getting started again after Covid-19. For example, an extra DKK 25 million was obtained in basic research funds, which have been difficult to use within a short period of time. Overall, AAU ranks well on most lists, both in terms of sustainability factors but also, for example, when looking at the total BFI production. FH commented that personnel management not only includes recruitment and retention, but must also include development or training. PMJ replied that this will be taken into account going forward. JLC commented that CAS, among others, have had a good collaboration and created some great results within sustainability, which could have been highlighted in the report.

PMJ provided information on the compilation of the strategic framework contract. Overall, the goal has been reached, but we are waiting for the ministry's feedback on the report. The next framework contract has been negotiated, which was reviewed at the Main Joint Consultation Committee (HSU) meeting in February. FH asked how far along the strategy for the mission-driven university is. PMJ replied that he just had it at a meeting, so it will come out shortly.



## **Point 6: Revision of AAU's senior policy / Henrik H. Søndergaard**

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Appendix 6.1 Case presentation, revision of the senior area

Appendix 6.2 Rules for the working life of senior staff members

*It is recommended that Main Joint Consultation Committee (HSU) discusses AAU's senior policy.*

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HHS reviewed the background to the senior policy. In addition, he indicated that he is pleased with the committee's choice of theme day topic, because it plays well with senior citizens' policy. PMJ commented that the content would be good to include in the life phase discussions. JLC commented that it is both topical and brings value for everyone, as the focus on life stages in working life is relevant for both young and experienced staff members. The senior policy is expected to come more into play in the future, due to the reduction plan and the development in demographics. At the moment there is not much knowledge of the area. Some sectors may not have needed a senior policy if they already offer flexible options in terms of organising their working lives appropriately. In addition, he asks whether the paragraph in the draft senior policy that mentions the possibility of clustering senior days can be deleted, as this is not in line with the intention of the OK21 agreement. LS commented that in some places, seniors have a lot of funds available and in other places they don't have as many, but it will always be individual.

LC commented that it is experienced that it becomes harder to make an appointment, which can cause frustrations. The agreement should be the baseline, in order to avoid unintended situations. FH commented that he misses a passage about emeritus schemes. PMJ commented that when you have such a policy ready, it can be linked to in the senior scheme. LBL asked if courses are offered under the senior scheme, as they should be available, whereas he has never seen them run in practice. HHS commented that you can turn up the information about the senior policy. LHR commented that the focus should be on the entire working group, so that you do not only focus on young talent, as JLC mentioned, as you risk alienating groups that otherwise contribute a lot. In conclusion, HHS commented that Main Joint Consultation Committee (HSU) as a forum can discuss how the senior scheme is communicated to the organization's managers and staff members. Input will be taken further, and Main Joint Consultation Committee (HSU) will hear more about senior policy, among other things, at the theme day.

### **Follow-up:**

HR incorporates input from Main Joint Consultation Committee (HSU) into senior policy.

## **Point 7: Year of closures in connection with the relocation plan and ceilings on the affected programmes**

**/ Helle Thomsen**

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Appendix 7.1 Presentation, ceilings and years of relocation and reduction

Appendix 7.2 Overall overview of the dates for closure and relocation of study programmes and ceilings

Appendix 7.3 Faculties' process and communication plans

*It is recommended that Main Joint Consultation Committee (HSU) discusses and takes note of the briefing. Material for the item will be discussed at the Executive Board meeting on April 22, to which appendices to Main Joint Consultation Committee (HSU) will be sent.*

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The point concerning the year of closures in connection with the relocation plan and ceilings on the affected programmes has been postponed until the Main Joint Consultation Committee (HSU) meeting in June, which was decided under point 1. Note that the material for the item will be updated when it is sent out before the meeting, as well as take into account the advanced schedule.



## Point 8: Division of FF contributions / Søren Lind Christiansen

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### Appendix 8.1 Breakdown of FF contributions

*It is recommended that Main Joint Consultation Committee (HSU) discusses the amendment of the budget principle regarding FF contributions, which are to be divided into an FF contribution and AAU Innovation contribution.*

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SLC initially presented the background to the proposal. The purpose is to increase the financial transparency of the FS units and contribute to Innovation having the opportunity to carry out as many activities as possible with high cost-effectiveness, based on an independent financial management basis. In addition, it is important to mention that the contribution itself will not be moved, but that it will simply be separated as two separate items going forward.

LBL commented that the higher degree of financial transparency is positively received, especially with Innovation's current, special setup. He also asked whether the reasoning, in relation to a higher level of cost-effectiveness, means that it has not been cost-effective in the past. SLC replied that there is some work involved in filtering some things out of each other. For example, at the last round of austerity, it had to be clarified whether Innovation should be included. LBL asked why they don't make similar setups in terms of financial independence for other entities. PMJ replied that this is because they follow the organizational structure.

## Point 9: Confirmation and correction of note on handling confidentiality in Main Joint Consultation Committee (HSU)

Henrik H. Søndergaard

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### Appendix 9.1 Facts of Case, Confidentiality Main Joint Consultation Committee (HSU)

### Appendix 9.2 Procedure for handling confidentiality in Main Joint Consultation Committee (HSU)

*It is recommended that Main Joint Consultation Committee (HSU) discusses the revised proposal for handling confidentiality.*

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HHS informed that the use of confidentiality has been the subject of discussion in Main Joint Consultation Committee (HSU) for several years and typically in connection with major changes. On this basis, Main Joint Consultation Committee (HSU) decided to discuss the principles, which has been done at several meetings, most recently in December, and the procedure is the result of this discussion.

JLC commented that the memo has been a staff wish for a long time in relation to a duty of information and a democratizing decision-making process, so that agreement is reached on when and how confidentiality can be used in Main Joint Consultation Committee (HSU). The memo should be an addendum to Main Joint Consultation Committee (HSU)'s rules of procedure, so that it is not necessarily suggested that other SU use the memo out in the organization. The memorandum states that TR may only discuss confidential content with the alternate if there is a lack of transparency. It is JLC's wish that confidential content should always be discussed with the alternate, which he also believed was the result of the discussions. In addition, the grounds for confidentiality must always be stated in the statement of facts. These two points should be seen as amendments. PMJ indicated that he agrees with JLC.

FH stated that he is the minority but takes note that the majority of Main Joint Consultation Committee (HSU) wishes to accede to this memo. He does not believe that this kind of confidentiality is appropriate in a joint consultation committee and will take steps to clarify whether the agreement is within the scope of the law.

### **Follow-up:**



HR incorporates input from Main Joint Consultation Committee (HSU) into the memo and leaves it as an addendum to Main Joint Consultation Committee (HSU)'s Rules of Procedure.

#### **Point 10: Policy for the use of teaching materials / Jesper L. Christensen**

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Appendix 10.1 Presentation of case, policy on use of teaching Materials  
Appendix 10.2 Proposal for AAU's policy on the use of teaching materials  
Appendix 10.3 Summary of responses received

*It is recommended that Main Joint Consultation Committee (HSU) discusses and comments on proposals for AAU's policy on the use of teaching materials.*

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JLC informed that recent initiatives have resulted in a good atmosphere and constructive contributions in the preparation of the policy, which has resulted in a good product being prepared. However, it appears from the responses to the consultation that perhaps it should be an agreement rather than a policy. In addition, sensible questions have arisen that should be included when the policy is sent out, but at some point, you have to choose to say that it is good enough and stop further development of the product. Main Joint Consultation Committee (HSU) is therefore invited to approve the policy in its current form, but that the working group be mandated for a short process of incorporating the consultation responses into the cover letter that will accompany the policy when it is sent out.

RA commented that SSH and the Academic Council did not manage to submit consultation responses, but he would like to pass on that the policy has been received with general satisfaction and positive feedback. This provides a guidance document for practical use. SLC commented that he would like to acknowledge the good cooperation, which has led to good discussions and a good result. As suggested, a cover letter should be attached when the policy is sent out. PMJ asked when the evaluation will take place. JLC replied that the policy will be evaluated after 2 years.

#### **Point 11: AOB**

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FH asked how the process will take place in connection with the installation of a new rector. HHS replied that talks have been held and an extraordinary board meeting will be held at which the board will make a decision. There is also a recommendation for a new composition of the Board of Directors, which will be reviewed over the next few weeks.

PMJ commented, regarding staff members' affiliations in the media, that you often focus on whether you are from a given department or area. Instead, you should outwardly emphasize that you are from AAU, as you are a unified organization and participate in the same community.

PMJ commented that attention should generally be paid to which terms are used to direct criticism, and referred to the debate regarding the well-being survey. Although discussions and constructive criticism are encouraged, also in relation to the rector, he believes that this has been a little too violent in the discussion about stress at AAU. Words create reality and you have a responsibility to promote dialogue in the best possible way. FH commented that the post on stress should be seen as a reaction to the rector's previous speech. JLC agreed with this view. FH commented that the staff representative felt that they were being talked down to, to which the post about stress was born of the frustration.