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| **Consultation committee meeting - Minutes**  | **Department of Chemistry and Bioscience, Aalborg University**Fredrik Bajers Vej 7H9220 Aalborg Ø**Case Officer:**Morten KorsgaardEmail: moko@bio.aau.dkDate: 21-02-2024 |

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| Agenda – meeting in BIO Consultation Committee March 1, 2024 12.30-14.30 |

 **Participants:** Susanne Remmer Bielidt, Teis Søndergaard, Jens Laurids Sørensen, Morten Lykkegaard Christensen; Kristian Bering, Sara Jellesmark, Niels Thomas Eriksen, Kim Lambertsen Larsen (KLL), Morten Korsgaard (MOKO).

Participates Item 2: Anders Winther Ægidiussen and Casper Donneborg Roed.

# Minutes by moko@

# Agenda

**Item**

1. **Approval of the agenda (KLL)**
2. **Economy status. Increase in salaries and potential rebudgeting of the department’s budget for 2024 and budgets for externally financed projects. (KLL)**
3. **Wellbeing barometer 2023. (KLL)**
4. **Department co-financing of research activities - overview. (KLL)**
5. **Time registration - status on ongoing processes. (KLL)**
6. **Reorganization of the department - status and overview. Potential blind spots? (KLL)**
7. **Competence strategy, employee development/talent. (KLL/MOKO)**
8. **Any other business. (KLL)**

# 12.30 – 12.35 Item 1: Approval of agenda

Approved.

# 12.35-12.55 Item 2: Economy status. Increase in salaries and potential rebudgeting of the department’s budget for 2024 and budgets for externally financed projects. (KLL)

Agenda Item:

Increase in salaries increases into the budget. Approximately 2.4 million DKK annually for the faculty and around 800 thousand DKK for the department. Additionally, wage increases on projects must be covered by the projects themselves. Project budgets will together with the PIs be reviewed for need of rebudgeting.

Highlights from the presentation and discussion in the SU circle:

Operating expenses, savings of 3 million DKK in 2023.

Wages, savings of nearly 4 million DKK, due to hiring freeze, postponements, etc. However, an extra approximately 2 million DKK for PLA wages. Meanwhile, secondment has increased by approximately 6 million DKK.

Increase in TAP salaries by around 2 million DKK. *Status quo* on secondment for TAP. This is linked to recommendations from the Deloitte report.

Research grant status. Current status shows a good success rate of 40%. Normally, we are at a maximum of 20%. Good spread.

Awaiting final performance targets from the dean.

Old projects with deficits have been closed, and an amount has been set aside for losses.

Rent remains at *status quo*.

# 12.55-13.25 Item 3: Wellbeing barometer 2023. (KLL)

Appendix: [AAU Trivselsbarometer 2023](https://www.trivselsbarometer.aau.dk/digitalAssets/1315/1315845_2023nuk_3.-department-of-chemistry-and-bioscience.pdf) and more specific: [link to intranet](https://www.intranet.bio.aau.dk/organisation/info/staff-well-being-barometer.cid544950)

Fixed agenda item.

Focus on stress. Recently, three new inquiries. Perhaps prompted by encouragement to discuss it.

We need to enhance conversations about stress.

Presentation of HR process material on well-being. See slide. Plan to dedicate one hour at a management committee meeting with participation from AMiU. SU was asked, but chose not to take part in this meeting.

Suggestion to conduct the survey in a tailored institute format every year.

Annoying that they've changed the method. Difficult to compare.

# 13.25-13.40 Item 4: Department co-financing of research activities - overview. (KLL)

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Se the overview on the slide.

# 13.40-13.50 Item 5: Time registration - status on ongoing processes. (KLL)

Established an AAU committee.

Jens Muff participates in the reference group.

Potential conflict regarding lack of involvement of unions/associations.

# 13.50-14.10 Item 6: Reorganization of the department - status and overview. Potential blind spots? (KLL)

Review of the status on section formation, section leaders, section economics principles, tasks, and responsibilities. Final clarification on names is still pending.

Ahead of schedule, it appears that implementation will take place in March rather than April, as initially assumed.

# 14.10-14.20 Item 7: Competence strategy, employee development/talent. (KLL/MOKO)

Overview on the attached slide.

Advisory board:

Susanne, Morten, and Morten

Proposed topics for competence development:

• Business competencies

• Innovation seminar

• AI

• Project management competencies

• "Soft" skills

• Development of "in-house" course offerings

# 14.20-14.30 Item 8: Any other business. (KLL)

All mass communication is in English. Touch Down by the end of 2024 regarding whether English functions as the sole language everywhere.

Limited-term adjuncts. Many have been appointed. It is important that it is clear that these are limited-term positions.

The Art Committee informed that Kasper Bonnén has been selected as the artist for the decoration of the auditorium. Meeting on March 7th regarding collaboration areas between the art committee and other committees.