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Final*

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Consultation Committee

Agenda of the meeting in BIO Consultation Committee December 13, 2023 8.30 AM to 11.45 AM

Participants: Kim Lambertsen Larsen (chair), Teis Søndergaard (næstformand), Kristian Bering, Morten Korsgaard, Niels T. Eriksen, Sara Jellesmark, Susanne R. Bielidt, Morten L. Christensen, Jens Laurids Sørensen

Unable to attend:

Other participants: Item 2-3: Anders Winther Ægidiussen and Casper Donneborg Roed.

Agenda

Agenda

8.30-8.35: Item 1. Approval of agenda

8.35-8.40: Item 2. Approval of Minutes from previous meeting / Morten Korsgaard

8.40-8.50: Item 3. Presentation of the department's budget for 2024 / Anders Winther Ægidiussen og Casper Donneborg Roed

8.50-9.10: Item 4. Discussion of the department's budget posts for 2024 / Anders Winther Ægidiussen og Casper Donneborg Roed

9.10-9.20: Item 5. Discussion of the workwise consequences for the department's budget for 2024 / Kim Lambertsen Larsen

9.20-9.35: Item 6. Presentation and discussion of Knowledge for the World 2024 and Research Indicators / Morten Korsgaard

9.35-9.50: Item 7. BIO's organizational structure / Kim Lambertsen Larsen

9.50-10.00: Item 8. Discussion regarding respect for disagreement / Kim Lambertsen Larsen

10.10-10.25: Item 9. Discussion regarding 4+4 PhD Students: How are their terms of employment different / Kim Lambertsen Larsen

10.25-10.35: Item 10. Discussion of the department's competence strategy / Morten Korsgaard and Kim Lambertsen Larsen

10.35-10.40: Item 11. Information regarding Staff Performance and Development Review (MUS) in 2024 / Kim Lambertsen Larsen

10.40-10.55: Item 12. Discussion regarding stress (and developments regarding stress) within universities / Teis Søndergaard



10.55-11.05: Item 13. Discussion regarding 'attendance culture' (fremmødekultur / working on site) among employees at the Department / Kim Lambertsen Larsen

11.05-11.15: Item 14. Discussion regarding the Lunch Room in Aalborg / Susanne R. Bielidt

11.15-11.25 Item 15. Discussion regarding the Art Committee / Kim Lambertsen Larsen

11.25-11.35: Item 16. Discussion of the committee's annual cycle 2024 / Kim Lambertsen Larsen

11.35-11.45: Item 17. Any other business (eventuelt) / Kim Lambertsen Larsen

8.30-8.35: Item 1. Approval of agenda

According to annual cycle for 2023 (approved at the committee meeting 27 October 2022), the following items should be on the agenda – some are suggested to be cancelled based on Kim and Teis' pre-meeting:

- Presentation of the budget for 2024
- Discussion of the department's budget posts (forbrugspuljer)
- Discussion of workwise consequences of the department's economy
- Discussion of themes for Staff Performance and Development Review (MUS) in the first quarter of 2024. *Not on the agenda*
- Discussion of the department's strategy for competence development
- Inputs to 'rådighedsbeløb'. *Not on the agenda*

Furthermore, the item 'annual cycle 2024' was postponed from last meeting to this meeting.

Anything to the item 'Any other business' ('Eventuelt')?

Can the committee approve the agenda?

8.35-8.40: Item 2. Approval of Minutes from previous meeting / Morten Korsgaard

[Appendix 2.1: Minutes](#)

Can the committee approve of the minutes, or you they have any comments?

8.40-8.50: Item 3. Presentation of the department's budget for 2024 / Anders Winther Ægdiussen og Casper Donneborg Roed

[Appendix 3.1: BIO's Budget for 2024](#)

The expected budget will be presented.

8.50-9.10: Item 4. Discussion of the department's budget posts for 2024 / Anders Winther Ægdiussen og Casper Donneborg Roed

[Appendix 4.1: Department's Budget Posts for 2024](#)

Presentation of the budget plans followed by a discussion in the committee.



9.10-9.20: Item 5. Discussion of the workwise consequences for the department's budget for 2024 / Kim Lambertsen Larsen

Are there any expected changes due to the budget.

9.20-9.35: Item 6. Presentation and discussion of Knowledge for the World 2024 and Research Indicators / Morten Korsgaard

Appendix 6.1: Knowledge for the World – Målaftale 2024

Appendix 6.2: Research Indicator – Målaftale 2024

Based on the workshop where the committee was represented, the management has finalized its draft for the 'Målaftaler' for 2024. The committee are invited to give input to which action should be initiated in order to meet the 'Målaftaler'.

9.35-9.50: Item 7. BIO's organizational structure / Kim Lambertsen Larsen

Since the workshop with the Consultation Committee and Research Committee on 1 December, the management has discussed the topic. Kim will present the future organizational structure, and the committee are invited to comment on the structure.

9.50-10.00: Item 8. Discussion regarding respect for disagreement / Kim Lambertsen Larsen

Appendix 8.1: Mail from Rector

Based on the rector's email, the committee will discuss if there are any current issues within the department and whether initiatives are needed.

Break

10.10-10.25: Item 9. Discussion regarding 4+4 PhD Students: How are their terms of employment different / Kim Lambertsen Larsen

Appendix 9.1: ENG's description of 4+4 PhD Students

As 4+4 PhD Students are hired on different terms than ordinary PhD Scholarships, the committee will talk about how they are different, and are invited to give inputs on how to manage these differences.

10.25-10.35: Item 10. Discussion of the department's competence strategy / Morten Korsgaard and Kim Lambertsen Larsen

Appendix 10.1: The competence strategy

The committee will discuss whether they would like changes to the strategy (which can also be found on the BIO's 'Intranet': <https://www.intranet.bio.aau.dk/politikker-aftaler/info/kompetenceudvikling---rammer-og-principper.cid451456>).

10.35-10.40: Item 11. Information regarding Staff Performance and Development Review (MUS) in 2024 / Kim Lambertsen Larsen

Kim is planning to have 'MUS' with all assistant, associate, and full professors for at least two years. Furthermore, AAU has made some new materials for the conversation, which will be used. The materials can be found



here: <https://www.ansatte.aau.dk/regler/personaleforhold/medarbejderudviklingssamtaler-mus-og-lederudviklingssamtaler-lus#d6c7821b-51ca-48bd-9172-c9e01f46c06d> (Danish version).

10.40-10.55: Item 12. Discussion regarding stress (and developments regarding stress) within universities / Teis Søndergaard

A report from 2022 points to stress at universities: <https://at.dk/media/7570/noa-l-2021-2.pdf> (please see page 122).

10.55-11.05: Item 13. Discussion regarding 'attendance culture' (fremmødekultur / working on site) among employees at the Department / Kim Lambertsen Larsen

How does the committee view the general attendance culture 'on-site' in both Aalborg and Esbjerg? Is this an area that the department should focus on?

11.05-11.15: Item 14. Discussion regarding the Lunch Room in Aalborg / Susanne R. Bielidt

There seems to be a lack to space for employees' breaks.

11.15-11.25 Item 15. Discussion regarding the Art Committee / Kim Lambertsen Larsen

The committee is invited to give their input regarding where suggestion from the Art Committee should be presented, discussed, and decided upon.

11.25-11.35: Item 16. Discussion of the committee's annual cycle 2024 / Kim Lambertsen Larsen

Which topics does the committee suggests for agenda items for 2024? The meeting frequency will be adjusted accordingly.

Suggestions for inspiration:

- The department's budget and 'regnskab'
- Evaluation of the department's Competency Strategy (mandatory, see: <https://www.ansatte.aau.dk/regler/personaleforhold/medarbejderudviklingssamtaler-mus-og-lederudviklingssamtaler-lus#efter-medarbejder--og-lederudviklingssamtalen>)
- Making terms of reference (kommissorium) for the committee (what is the committee's unique profile?)
- Knowledge for the World and Research Indicator 'Målaftaler'

11.35-11.45: Item 17. Any other business (eventuelt) / Kim Lambertsen Larsen
