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Approved: \_\_\_\_\_

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Date: **10-12-2024**  
Case No.: 2023-232-00202

## Minutes of the meeting of the Main Liaison Committee on 16 December 2024

**Participants:** Anne Marie Kanstrup (AMK), Søren Lind Christiansen (SLC), Lars Hvilsted Rasmussen (LHR), Rasmus Antoft (RA), Thomas Bak (TB), Jesper Wengel (JW), Frederik Hertel (FH), Jesper Lindgaard Christensen (JLC), Thomas Lykke Andersen (TLA), Lotte Brunø (LB), Louiza Bohn Thomsen (LBT), Rikke Dorothea Huulgaard (RDH) and Palle Steen Hansen (PSH).

**Unable to attend** Per Michael Johansen, Klaus Kjær and Jakob Skovrup Stampe

**Other participants:** Steen Harriet Jakobsen (SHJA) under item 5 and Mogens Juul Møller (MJM) and Alex Røge Hermansen (ARH) under item 6, Mikkel Høj Svendsen (MHS) under item 8, Robin Winther Kock (RWK) and Ulla Kær Olesen (UKO) under item 9 and Linda Ibsen (LIBS) and Stine Vestergaard Holmstrøm, (SVE) (reporter)

### Item 1. Approval of the agenda

*Recommendation: The HSU approves the agenda.*

FH regretted that Rector could not attend today's meeting. Rector will subsequently read the minutes and relate to the content on an equal footing with the other members.

The HSU approved the agenda.

### Re item 2: Information from the rectorate

*Recommendation: HSU takes note of the briefing*

AMK gave the committee the opportunity to comment or question the written briefing.

It has been decided that AAU will have a prorector for research. FH asked about the background for the decision, as well as whether there is employee involvement in the hiring process. The reason for the decision is that Rector has had a desire to be more internally present and to be able to give higher priority to international cooperation. It was asked whether there are employee representatives on the appointment committee. There is one employee representative on the appointment committee.

Admission to the Admission Course in Esbjerg closes from the summer of 2025. JLC asked if there are general discussions about the future of Campus Esbjerg after the closure of the admission course. AMK replied that there are no discussions about the closure of the Esbjerg campus.

JLC thanked for a good question hour about the content of the candidate committee's final report and the further work at AAU on 26 November. JLC asked about the possibility of seeing DSUR's outline of an implementa-

tion plan. It was decided that the draft implementation plan will be sent out to the HSU together with the minutes. The plan will also be reviewed at the HSU meeting on 28 February.

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**Re item 3: Employee orientation**

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*Recommendation: HSU takes note of the information.*

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FH gave an overall briefing from the employee side, after which all the staff representatives gave a brief status from their area.

On 20 January, the union representatives were summoned to an evaluation workshop on the 4th quarter wage negotiations. FH would like to encourage the meeting to be moved, as it is on top of the exam period.

By agreement at the HSU meeting on 24 September 2024, all F-TRs have been summoned to an evaluation of the TR agreement on 8 January. In addition to all F-TR, the meeting will be attended by Stine Vestergaard Holmstrøm, Personnel Lawyer, and the Area Manager for HR Law and HR Digitalization, Emil Kvist Enggaard. The employee side questioned whether it was sufficient to have a level 4 manager participate in the meeting.

FH informed that the VIP local salary agreement for EST is about to expire. Initiatives must therefore be taken to either extend or negotiate a new agreement. RA added that there is also a temporary extension on SSH that needs to be looked at.

JLC informed that the members of the liaison committee from HSU, FSU and FSA have been invited to a review of AAU's financial management. At the request of the HSU, the presentation was held by Steen Harriet Jakobsen, Deputy Director of the Finance Department. The participants were very satisfied with the course, which gave a good understanding. However, the employee representatives from the HSU have a wish for an extended course for them, where they can go even more in depth. In addition, there is a desire that the course is also spread to other members of the partner organization.

FH informed that he would like to discuss working conditions in the various main areas at a later date, as they are perceived as very different. FH will elaborate at a later date.

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**Re item 4: Information from the HR department**

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Appendix 4.1 Meeting schedule for HSU 2025

Appendix 4.2 Minutes, HAMiU on 25.09.2024

Appendix 4.3 Agenda, HAMiU on 05.12.2024

*Recommendation: HSU takes note of the briefing.*

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The committee had no comments on the briefing.

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**Re item 5: Status of 2024 and discussion of budget 2025**

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Appendix 5.1 Budget note 2025

Appendix 5.2 Income statements for Budget 2025 for AAU and main academic areas

*Recommendation: HSU will take note of the status of the finances in 2024 and discuss the proposal for Budget 2025 with a view to the Rector being able to communicate the Liaison Committee's views at the Board meeting on 19 December*

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SHJ began with a brief status of the finances for 2024, which shows a surplus of almost DKK 50 million.

SHJ then reviewed the draft budget for 2025. The focus areas in the budget are continued implementation of AAU's strategy, the impending reform of university education, declining educational activity and the need for restructuring of university activities, increased access to external research funding, and the development and implementation of New SIS. The HSU was given the opportunity to discuss the budget with a view to the rector's office being able to communicate the HSU's views at the board meeting on 19 December 2024.

TLA asked about the acquisition of external grants and how it can be higher than the turnover every year. If the acquisition of external grants is more or less constant, then the turnover must also hit the same level at some point. SHJ replied that it is due to a displacement. The supply of research funding is always slightly ahead of consumption, so there is a lag in when the funds are used. It's a coincidence that it looks so constant in the graph, it's not necessarily.

The buy-out increases from DKK 517 million in P2-2024 to DKK 566 million in 2027. FH asked about the limits for how much employees can be bought out. Some employees say that 80% of their time should be occupied and 20% is free time. SHJ explained that it is budgetary technical. If there is an increase in buy-outs, personnel costs will increase, because it is assumed that it is possible to increase the level of activity with new hires.

JLC asked about the possibility of seeing benchmarks across the universities. It was decided at the latest preliminary meeting that it will come to the meeting in September 2025.

The employee side asked about the expectation of a larger number of foreign self-payers. SHJ informed that this is solely due to an expectation that there will be more foreign students who pay themselves.

The staff representative asked about the depreciation. Depreciation will not increase even if the New SIS is coming. If you clean out New SIS, it must therefore mean that there is a large decrease in depreciation. SHJ informed that the New SIS will not be implemented until 2028. However, we are already reserving the money in equity, so we have capital we can bring into play for depreciation when it becomes accounting significant from 2028 onwards. The employee side was pleased with the great attention there is on New SiS already.

## **Re item 6: Briefing from the Sustainable Campus Forum**

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*Recommendation: HSU takes note of the oral briefing.*

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MJM and ARH gave a status regarding the work with climate and sustainability at AAU. Among other things, they informed about the Sustainable Campus Forum (SCF). New members must be elected to SCF. It is the employee side of the HSU that appoints the five employee representatives in the committee. If you would like to participate in the committee, you must contact Vice Chairman Frederik Hertel.

In addition, they informed about AAU's climate plan 2023, and that the Executive Board has decided to establish a climate council at AAU in 2025. The framework and direction for the joint climate action are in place, and in 2025 the work of preparing proposals for initiatives for the various areas in the climate plan awaits.

A status of waste data, the ranking work, the climate accounts at AAU were also given and information was given that a new website for sustainability has been created at AAU.

The committee was very positive about all the efforts and the involvement of staff and students in the work. JW asked whether Danish universities are generally doing well. ARH replied that there are not many other universities that have thrown resources at it.

FH asked whether there is interaction between the universities. ARH commented that the ranking work is based on analyses of the others' initiatives, so that you can take a teacher to your own area. Everyone is therefore looking at each other, and it is always a race to be first and be the best.

LB informed that a huge reshuffle has just been made at her department. This has meant that a lot of office furniture was in surplus. All the furniture was thrown out. LB questioned whether there was not a more sustainable



solution. ARH replied that office furniture is the department's own responsibility, but that it is possible, for example, to auction off. This has created uncertainty several times. It was therefore decided that CAS will clarify what you can do with office furniture that is no longer to be used, so that it is clear to everyone.

JLC asked about climate versus the broad ESG work. There is both a sustainability committee and a climate council, where are the lines? ARH replied that SCF works around the technical operations on campus, they do not look at impact. It is a sparring forum for Campus Service. SLC commented in relation to the Danish Council on Climate Change that they chose to focus on climate first, after which it is possible to expand the scope to also include the larger ESG work. The sustainability work is also part of the entire SDG reporting on higher education, so there are many employees from the departments who provide input. This input helps to drive the development in a positive direction.

FH asked what impact it will have if the economy grows. ARH replied that it depends on how you spend the money. If we use it to fly more or buy more square meters, it can cause problems. If, on the other hand, we spend it on research, it can create a positive effect.

### **Re item 7: Evaluation of policy for the use of educational materials**

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Appendix 7.1 AAU's policy for the use of teaching materials

Appendix 7.2 Overview of evaluations from the faculties' liaison committees, academic councils and departments

*Recommendation: The HSU evaluates AAU's policy for the use of teaching materials.*

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SLC opened the item. Based on the evaluations that have already been received, we can see that the policy works as intended and covers the necessary subject areas. However, several areas indicate that there is not enough knowledge of the policy at the departments. Based on the evaluations, SLC assesses that this is something that can be handled administratively. The committee agreed. JLC found that there was no provision for involvement in the event that the policy needs to be revised and suggested that if revisions occur, including marginal/administrative, it should be sent around the committee that helped make the policy. There was support for the proposal.

### **Re item 8: Discussion of new language principles based on parallel language use**

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Appendix 8.1 Implementing of Parallel Language through new language Principles

Appendix 8.2 Appendix – Recommendations on implementing Parallel Language at AAU

*Recommendation: HSU discusses the draft of the new language policies and their appendices.*

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MHS informed that it has been decided to also send the material for written consultation to DSUR and SRFI, because it may also be of interest to the two forums. This will be done after the HSU meeting.

JLC was very positive that there is also a focus on non-Danish employees' Danish skills. This is important in terms of inclusion. JLC asked about who should pay for the Danish courses and whether the time consumption has been discussed. MHS commented that it has been discussed, but that it has not been finally decided. The Executive Board will have to decide on this at some point. RA added that it is important that it is not the individual department's finances that should be the determining factor for whether or not you can attend a language course. We must ensure that there is room for manoeuvre for everyone.

FH agreed that it is positive with the expectation of non-Danish employees' Danish language skills. It is good to teach in English, but it is also important to remember Danish language and culture. He therefore wanted the re-

commendations to be even stricter, so that there was instead an expectation that you could contribute to the Danish lessons already within 2-4 years of starting employment.

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Re item 9: **Discussion of implementation of URIS guidelines at AAU**

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*Recommendation: HSU takes note of the written information on the implementation of the URIS guidelines (the guidelines are named after the Committee on Guidelines for International Research and Innovation Cooperation) at AAU. The briefing includes an account of the specific activities that the URIS guidelines entail at AAU. The HSU has the opportunity to ask questions and discuss the implementation.*

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RWK and UKO introduced the item and gave the committee the opportunity to ask questions and discuss the implementation.

JLC asked about the degree of collaboration with the other universities. UKO replied that representatives from the universities have been involved in the work, and in addition, there is also a working group across the universities. This helps us to ensure that we make the cut more or less the same. However, it has been significant that there is a big difference in how far the universities are in their work. In addition, there is also a big difference in size and culture, which has an impact on the work.

FH mentioned the downside that security and the possibility of control can also provide and asked about the involvement of employees in these matters. UKO commented that this is exactly why they are coming out and talking about URIS and the implementation. The intention is that the URIS unit will talk to the institutes about security adaptations, as well as the shortcomings and needs they themselves see locally, based on vulnerability analyses. The idea is that there should be a high degree of employee involvement, but also some general guidelines for the level of security we want at AAU. RA added that it is intended to be a dialogue tool, which is very positive. It helps to gain awareness and ensure that all conditions are considered.

LHR asked whether there are any significant speed changes in safety development and whether we are reactive or proactive in our work. RWK replied that at the Danish level, we are on the front line, but that it is a difficult area to be proactive in. We are not at the finish line, but we are running fast.

In addition, questions were also asked about what is being done to ensure competencies in the unit. Work is being done on a security organisation together with other units. A specification must be made of which tasks are to be carried out across the board. In relation to competence, they receive ongoing training from PET in doing background checks of people as well as other courses. It is an area that is very new to many, and there is no clear educational track.

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Re item 10: **AOB**

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The committee had no comments.