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Final*

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Minutes of SAMU meeting on February 14, 2024

Participants: Working environment committee representatives: Jiri Srba, Ulla Øland. Employee representatives: Lene Even, Lisbeth Juhl, Henning Pohl, Andres Masegosa, Hans Hüttel. Management representatives: Peter Axel Nielsen, Helle Westmark. Not present: Rene Rydhof Hansen. Minute taker: Diana Plejdrup Frank.

Item 1. Welcome to new members

Welcome to the two new members Hans Hüttel and Lisbeth Juhl.

The SAMU committee at the Department of Computer Science works according to the general [cooperation agreement 2021](#) that applies for all governmental companies and institutions. In addition, we have agreed on the following [rules of procedure](#).

Item 2. Department Economy, accounting 2023

Appendix: Presentation with status on accounting 2023

The financial statement 2023 compared to anchor budget 2023.

- Income from the Faculty: Minor deviation on 1.2 million based on recalculation of student production (STÅ) and some minor deviation on part-time education.
- External funding: Lack of turnover (762.000) due to postponement of positions. Overhead (622.000) is above budget due to late started projects (CEDAR).
- Operating expenses: Spent 631.000 more on travel and equipment (including travel to Copenhagen).
- Scientific staff: A deviation on 2.9 million due to postponement of positions (leaves of permanent employees).
- Free purchase VIP: A deviation of 2.1 million.
- Technical Administrative Staff: No major deviations.
- Rent: Savings on 1.028 primarily due to moving out of NOVI9 and an unexpected rent regulation of 428.000.
- Result: Our promised result of deficit of 3.5 million resulted in a deficit of 849.000. So, we have spent 2.7 million less than we were supposed due to project delays, savings on rent and rent regulation.



Rent 2023

Copenhagen rent costs is less than expected due to larger shared rooms. We have saved rent due to the moving out of FB7A. We have received unexpected money from CAS on 423.000 without the possibility to spend it as it belongs to the accounting year 2023. We are not the only department who have received a refund. It will go into a faculty savings account and any surpluses get transferred between faculties.

Can we be more radical in hirings? The budget negotiations with Dean does not approve and overestimation of positions. We can always adjust in the middle of the budget year and hiring process.

Contributions 2023

FF contributions to central departments: 27 million.

FU common university functions: Claudia, Licenses: 19 million.

FAC: Dean secretariat, Doctoral school: 12 million.

Contribution rates 2023 are on 29,1 %. Prognoses from 2024- 2026 were shown. The tax is calculated based on actual spending. AAU management approves the tax the money is used for buildings, new systems. Roughly one third of the budget for the running of AAU.

Future economy

To achieve accounting closer to the budget we have insisted on timely registration to avoid large fluctuations, and we are home on that. We also focus on updating the floating budget to get more accurate accounts and better on being accurate on positions in 2024.

Item 3. News from SAMU members

Fixed item. Any news from the SAMU members?

APV will come again. Risk assessment is part of the new APV. Actions plans will be made based on data from the fall 2023 survey and the AAU survey.

Item 4. Information about the status of the project economy team

B-side members have asked for information about the status of the project economy team.

Status on the project office at CS is that we have no staffing as of March 1 due to the resignations in the project office. We have posted three positions with deadline on February 19. We are working on solving the situation. We have contacted central accounting to hear if they have available resources and we have reached out through networks. Currently there is no available capacity. We can get some help for budgeting applications. On short time basis we will try to close the gap and we are looking at possibilities for hiring a temp. We are looking into general challenges on recruiting project economists as everyone need this. External players are being looked at. The Funding and Project Office have been contacted with aim of making agreement.

Discussion

- There were concerns about the remaining staff in the economy team and their wellbeing and how to avoid this situation in the future.



- On long term basis we aim to create one financial group to cover external and internal economy with visibility and stability. Creating overlaps are in focus. The current staff in the economy team should not be overloaded and there have been talks to them about this.
- The work environment committee asked if we could have done something earlier to avoid this situation. They would like to be informed by the management.
- The management have worked with this and if considered relevant they will involve the working environment committee.
- Work environment committees can work in two ways either by outreach – talking to the people in question (if they wish to talk) and the other way is to get information from management if situations occur.
- Can something in the project economy area be automated? HW informed that there will be set up a future central taskforce for AAU departments to use in these situations.

Item 5. News at the department

- AAU Communications: Has set up a communications framework. The AI setup looks promising. As for intranet we have hired student programmer for this task as this not part of the service. Profiles of new employees will not be done at CS. There was a suggestion to post vacant positions on cs.aau.dk with a link.
- Time registration of all staff as of July 1 is in pipeline. More info will follow on a coming SAMU meeting.
- Deputy Head of Department of Research: He will be assisting research groups and work with talent development.
- New merit framework to be used in all evaluation committees. When it is announced you will get more info.
- “Is it a Bird” living lab with focus on recruiting more female scientific staff. The initiative is financed by Willum and Novo Nordisk to recruit more females in STEM. We will share the living lab experiences with other departments. Search committees: The target goal is 25% female applicants. The outcome of the workshops was good and the input will be processed further.
- Master’s programme reform: Work is behind closed doors in the Ministry until summer. The result will differ based on if it is an engineering or natural science programme. Goal is to reduce master’s programmes to either a 1 ¼ year master’s programme or making an industrial programme.
- Cap on various educations: DAD cap is increasing slightly. We have now a CAP on Interaction design due to recent 3 years with too high unemployment rates. Work on recruiting students via communications with high school.
- AAU Quantum computing: Torben Larsen, Christian Schilling are in the steering committee. Similar on initiative on AAU Defence. It is organized across university.
- Missions are being discussed but no news on actions.



Follow-up: In future vacant positions could be posted on cs.aau.dk with a link.

Item 6. Buildings

Aalborg Campus East

Current agreement: We will move to 7C and D and FB5 in 2027. We have asked for a bridge across the bus road and approval by the municipality is required. The working group is Rene Rydhof, Ulla Øland and Peter Axel Nielsen. Work is on 3 scenarios on how to place people in the building. Today we have looked at the prognosis for staff. Before end of April, we expect specification requirements. There will be involvement at some point for both students and staff.

The change from 7E to FB5 has been decided by the Dean and the management group has been heard. The university is interested in as low rent as possible. The budget for renovating E building is 8 million and the cost of FB5 is much lower as it has already been renovated, so there is a large difference.

Copenhagen Campus

A lot of reorganisations the coming years. The ECH faculty will be the mail faculty in the Copenhagen Campus. A lot of common space which is very expensive. Plan is being devised. There is a discussion on joining lab capacity which depends on lab activities in the future. Current staff corridor is working well. Last batch of students coming in this autumn. One group room for 5 and 6th semester is working well.

Item 7. Hirings of scientific staff

Scientific staff 2024.

Full professors: We have received more than 25 applicants. The shortlisting has started. The evaluation committee has an external chairman and a two months timeschedule. We are not in a hurry with full professors.

Assistant professors: There are 35 applicants. Deadline is February 15. Interviews must be done by May.

Associate professors: There are 15 applicants.

Comments

- How many will we hire? There is no answer for this yet. Gaps in Copenhagen will depend on the curriculum. The distribution of positions in the research groups will be based on delivered teaching, course responsibility list, and "wild cards".
- Full professors: What does department do to make it more attractive? At this point the best we can do is to talk to the people and include them in activities and cooperate via ISU with different offers.



Item 8. Psychological and physical work environment

Fixed item on the agenda as The Working Environment Committee is an integrated part of the SAMU Committee. It deals with points about the mental and physical work environment that are important to the employees. Working environment evaluation survey at CS fall 2023 Communication of the results to staff is pending - awaits the results of AAU job satisfaction survey.

The current APV will be merged with the CS working environment survey from fall 2023.

Item 9 Environmental considerations

Fixed item on the agenda as The Working Environment Committee is an integrated part of SAMU. It deals with items about environmental consideration that are important to employees.

There is nothing new to report other than there is no removal of snow at bus stop close to this building.

Item 10 AOB

Any other business?

New ethics on conducting research is mandatory. It goes for research for both staff and students that there is the ethics approval. Read more [here](#). This is way above scope maybe we could push it back? Our research committee will discuss this further and maybe after this in the research groups.

Follow-up: Discuss the research ethics in research committee and in research groups.