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

**Aalborg University**  
Fredrik Bajers Vej 7K  
9220 Aalborg

**Case Officer:**  
Stine Vestergaard Holmstrøm  
Tel: +4599403880  
Email: sve@adm.aau.dk

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## Minutes of the meeting of the Main Liaison Committee (HSU) on 16 June 2025

**Participants:** Per Michael Johansen (PMJ), 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), Rikke Dorothea Huulgaard (RDH), and Louiza Bohn Thomsen (LBT).

**Unable to attend** Klaus Kjær, Jakob Skovrup Stampe and Linda Ibsen

**Other participants:** Stine Vestergaard Holmstrøm (SVH), ref.

### Item 1. Approval of the agenda

*Recommendation: HSU approves the agenda*

HSU approved the agenda.

### Re item 2: Theme discussion

*Recommendation: The committee is invited to a thematic discussion of the security policy agenda.*

HSU had a discussion on the subject.

### Re item 3: Election to the Board of Directors of the Holiday Fund 2025-2028

*Recommendation: HSU approves the recommendations to the board*

HSU approved the recommendations to the board of the holiday fund. The members of the Board of Directors for the period 2025-2028 will be Mogens Juul Møller, Morten Bang, Klaus Kjær, Merete Wolder Lange and Henrik Bendixen Sørensen.

### Re item 4: Information from the rectorate

Appendix: Information from the rectorate

*Recommendation: HSU takes note of the information*

SLC informed that the Anti-Harassment Rules, which the HSU had for consultation at their meeting on 29 April, have been approved by the Executive Board on 4 June. The anti-harassment rules will be published in the AAU handbook as soon as possible.

HSU was given the opportunity to submit questions and comments on the written briefing from the rector's office. HSU had no comments.

JLC commented on Appendix A: Status of PPU's work. The PPU meetings in 2025 have been cancelled as PPU has not had topics on their agenda. JLC therefore proposed that HSU ask PPU to look at AAU's contingency plan in collaboration with CAS. The contingency plan is from 2016, with only a few adjustments along the way, and could therefore need a review. The importance of contingency plans is also linked to the previous theme discussion, as AAU must be prepared for various external factors. PMJ informed that the Executive Board already has a strong focus on the contingency plan, but that a review could be good. It was decided that PPU will bring the theme to a future meeting.

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**Re item 5: Orientation from the staff representative**

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*Recommendation: HSU takes note of the information*

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FH informed about the Danish Code of Conduct for Integrity in Research and the work that is underway in the area. This is possibly a topic that the HSU should discuss at a later date, when the management has had the opportunity to take a closer look at it. FH was of the opinion that the material lacks a position on employee influence, which should also be a central point under freedom of research. PMJ informed that a working group has been set up at AAU that is looking into employee involvement in the department councils and how we can ensure it in the best possible way. The work will be presented at the head of department meeting on 17 June. It is therefore an area that AAU is looking into in this area.

The other staff representatives gave a status from their area. LBT informed that at SUND, the institutional plan still takes up a lot of space as well as the pausing of education. In addition, there will be many new people in the management positions. It gives both joy and worries. RDH informed that there has been an unannounced visit from the Danish Working Environment Authority at the CREATE building.

JLC and LB informed that the announcement at SSH, about the merger of departments from 6 to 4, has given rise to a lot of debate and insecurity. It is especially TAP that is affected, as there are also other ongoing processes in their area. Since the autumn, there has been an internal process underway at IKP in the TAP area, and in addition, there is the HR and ØA analysis.

LB also informed that the HR and ØA analysis has given rise to frustration, as there has been a perception of limited communication to the employees at the departments. An email came out on Friday, but before that there has been a long period without briefings. She encourages that emails are sent out continuously, even if there are only a few lines you can write. SLC informed that communication has been in focus. It has been run in two tracks, one where announcements are made as soon as we know something, and one where the management has been equipped to answer questions. In addition, a [website](#) has been created that is continuously updated. LB finally mentioned that it is important to remember that there are employees who work with both HR and Finance.

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**Re item 6: Information from the HSU secretariat**

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*Recommendation: HSU takes note of the information*

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SVH informed that [new members have been elected to HAMiU](#) for the period 2025-2028. Thomas Sørensen Quaade has been elected as the new Vice Chairperson. The HAMiU will hold its first meeting of the newly elected committee on 24 June. The HSU and HAMiU will hold a joint meeting on 15 September 2025.

The two vice-chairpersons of the HSU and HAMiU, respectively, Frederik and Thomas, as well as the two committee secretaries, will meet on 2 July. The meeting will be used to discuss the future cooperation between the two committees, as well as how the committees can benefit each other.

#### **Re item 7: AOB**

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The committee had no comment.