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| Agenda**Agenda AAUBS Council** Thursday **30. november 2023**09.30-11.30, Fib 2, room 35  | **Aalborg University Business School**Fibigerstræde 29200 Aalborg Ø  |

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**Members:** Klik eller tryk her for at skrive deltagere/faste medlemmer. Mette Vinter Larsen (formand), Jesper Sort (VIP), Jonas Eduardsen (VIP), Michael Simonsen (TAP), Lasse Steen Jensen (TAP), Mikael Randrup Byrialsen (VIP), Victor Bach Petersen (ESA), Mikkel Christian Rosengreen(ØF)

**Cancellations:** Jacob Rubæk Holm (VIP)

**Observers:** Frederik Lundtofte, Christian Østergaard, Holger Roschk, Gunnar Rimmel, Dmitrij Slepniov, Jacob Brix, Lorenzo Massa
**Cancellations:** Finn Olesen, Michael Dahl

**Guest:** Mie Bech

**Moderator:** Victor Bach Petersen & Mikael Randrup Byrialsen

Agenda

1. Approval of Agenda
2. Approval of Minutes
3. Update from the Head of Business School
4. Presentation of next year budget and plan for open positions (stillingsplan) (årshjul)
5. Discussion of AAUBS organization in the interim period
6. Follow-up on Business School Conference / AAUBS Day on November 14th, 2023 (årshjul)
7. Discussion of report *Universities for the future: Twenty years of the University Act* by The Danish Council for Research and Innovation Policy
8. Discussion of Ph.d. program management
9. Self-evaluation: Evaluating the Council’s work in the past year (årshjul)
10. Approval of meeting schedule for next year (årshjul)
11. Update from Student representatives and Research Groups
12. Communication from the meeting
13. AOB

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| 1. Approval of Agenda |
| Explanation: Approval of the agenda for the meeting  |
| Notes:  |
| Follow up:  |
| 2. Approval of Minutes |
| Appendix: Minutes from AAUBS Council meeting on September 18th, 2023 |
| Explanation: Approval of minutes from AAUBS Council meeting on September 18th, 2023 |
| Notes:  |
| Follow up:  |
| 3. Update from the head of Business school |
| Appendix: *Action plan for diversity and inclusion (in Danish)**Appendix: Viden for Verden” målaftale 2024 (in Danish)* |
| Explanation: *Mette will give an update on:* * *Budget and new positions for 2024 was approved on November 22nd, 2023. See also item 4 on the agenda.*
* *Qualified employment freeze has been terminated from November 22nd, 2023.*
* *Business Advisory Council meeting on November 20th, 2023. The management met with BAC to discuss four central*

*aspects: How to ensure quality in our core tasks, act in responsible ways and balance being a business school embedded in the region and internationally relevant. Furthermore, we discussed possibilities and pitfalls regarding the possible candidate reform.* *The overall feedback was that they find the topics relevant and interesting. They encourage us to reach more out to the region as many of the regional players want to be involved in both teaching and research and would like to collaborate with students. Regarding the Candidate reform they encouraged us to initiate a process where we benchmark ourselves up against the 10 most relevant business schools, invite students and organizations into this process as relevant stakeholders.* * *Action plan for diversity and inclusion discussed with the Council in the meeting on September 18th, 2023, and*

*handed in to the faculty on October 10th, 2023. The action plan has recently been approved by FSU and the faculty management and outlines one activity for diversity and one activity for inclusion aimed at reducing language barriers for international employees at AAUBS.* *Based on input from the Council and SAMiU, the diversity activity focuses on how Danish and English can be used equally as working languages and chosen based on what is most appropriate in each situation. We will set focus on upgrading of language proficiency for employees at AAUBS in relation to both Danish and English language.* *The inclusion activity focuses on the on-boarding process which we are currently reviewing to ensure that new employees receive a comprehensive introduction to AAUBS and work areas.* *The action plan for diversity and inclusion is attached and serves as basis for upcoming discussions in the Council regarding the use of Danish and English as working languages, as well as onboarding.** *SSH-agreement “Viden for Verden” målaftale 2024 discussed with the Council in the meeting on September 18th, 2023*

*and handed in to the faculty on October 20th, 2023. The plan has received feedback from the SSH Dean and the Rector’s office and will be finally approved medio December 2023. The “Viden for Verden” målaftale 2024 is attached and includes the six prioritized goals, described with specific activities for 2024 at the institute level.* * *Research evaluation and the appointment of the fourth (and final) member of the evaluation panel. The*

*fourth member is M*artin Holmén (Professor, Gothenburg University/Department of Economics,) who will be involved with the MAMTEP, Acc. and Finance research groups. The other members of the panel are: * *Per-Olof Brehmer (Professor, Linköping University / Department of Management and Engineering, Sweden). Per*

*also participated in the evaluation panel in 2018. Relevant research groups: Marketing, SOM, IB.* * *Gry Agnete Alsos (Professor of Innovation & entrepreneurship, Nord University Business School, Bodø, Norway),*

*Relevant research groups: IKE, SOM, IB.* * *Thomas Carrington (Professor, Faculty of Social Sciences, Business and Economics, and Law, School of Business*

*and Economics, Åbo Academie University, Finland). Relevant research groups: Acc, Finance, (MAMTEP)** *AAU elections taking place on November 27th – 30th, 2023. Do remember to vote. For the academic staff we have*

*three approved candidates (for four available seats) and for the technical/administrative staff we have one approved candidate (for two available seats). This means that we are lacking two candidates for the new AAUBS Council to be constituted as of February 1st, 2024.**We are responsible for finding the last two candidates ourselves, so please react out to colleagues and have them contact Mette Vinther Larsen, if they are interested in being appointed candidate for the Council.*  |
| Follow up: |
| **4.** **Presentation of next year budget and plan for open positions (stillingsplan) (årshjul)** |
| Appendix |
| Explanation: Mie Bech will present the budget for 2024 as well as plan for open positions (stillingsplan) for 2024, including budget assumptions and parameters expected to impact the 2024 budget. The budget for 2024 was finally approved by the dean on November 22nd, 2023.  |
| Notes: |
| Follow up:  |
| 5. Discussion of AAUBS organization in the interim period |
| Appendix |
| Explanation: Mette would like to discuss ideas and considerations regarding the new organization of the Administration and the introduction of staff managers for VIP from 1st January 2024.  |
| Notes: |
| Follow up:  |
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| 6. Follow-up on Business School Conference / AAUBS Day on November 14th, 2023 (årshjul) |
| Appendix: Input from November 14th, 2023 |
| Explanation: The AAUBS Day was held on November 14th, 2023, as an internal seminar focusing on “people and core tasks” with discussions on how quality and cooperation between VIP and TAP can be integrated in our core tasks. Furthermore, how we can ensure we realize these core tasks in responsible ways.Mette has gone through all the input and will discuss the ideas for ensuring that the inputs are being anchored in the overall AAUBS strategy and culture at the workplace. The first initiative has already been rolled out – the Friday greeting where colleagues’ small stories about why AAUBS is a special place are being sent out and shared as reminders of what we want to stand for.Furthermore, ideas about what the next AAUBS day should focus on are welcome and will be discussed.  |
| Notes:  |
| Follow up:  |
| **7. Discussion of report *Universities for the future: Twenty years of the University Act* by The Danish Council for Research and Innovation Policy** |
| Appendix (available in Danish and English): Report “Universities for the future: Twenty years of the University Act” / “Universiteter for fremtiden: Tyve år med universitetsloven” Appendix: PowerPoint presentation of the report (in Danish) |
| Explanation: The Council has been asked by Rector’s office to discuss the report “Universities for the future: Twenty years of the University Act” by the Danish Council for Research and Innovation Policy in an AAU context by focusing on the following two questions: * How can we ensure research freedom at AAU?
* How can we ensure employee involvement and a democratic culture at AAU?

 They are asking for input from the Council on the questions in bullet points or short sentences and send to Rector’s office no later than December 15th, 2023.  |
| Notes:  |
| Follow up:  |
| **8. Discussion of Ph.D. program management** |
| Appendix: Process of extending the enrollment of Ph.D. studentsAppendix: Seminars for progress |
| Explanation: Discussion of thoughts on the function of the Ph.D. programme leader and joint AAUBS Ph.D. progress seminars by Poul Houman Andersen, focusing on:* Considerations related to developing and reorganizing the bi-annual evaluations
* Considerations related to the process of extending the enrollment of Ph.D. students
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| Notes: |
| Follow up:  |
| 9. Self-evaluation: Evaluating the Council’s work in the past year (årshjul)  |
| Explanation: Self-evaluation is new on the agenda aiming at assessing the work of the Council and highlight positive experiences, maintain effective practices, as well as discuss and modify aspects that are less successful. It is determined that the evaluation will take place annually without formal requirements regarding the evaluation process.It is recommended that the Council in the self-evaluation discusses current meeting structure -and management, including material for the meeting, as well as topics for discussion in the meetings in relation to ensure the right set-up for discussions and decision-making.  |
| Notes:  |
| Follow up:  |
| **10. Approval of meeting schedule for next year (årshjul)** |
| Explanation: The AAUBS Council is to decide on the meeting schedule in 2024. We propose the following dates in 2024 for the AAUBS Council meetings: * March 4th, 2024,
* May 27th ,2024,
* September 23rd, 2024,
* November 25th, 2024
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| Notes:  |
| Follow up:  |
| **11. Update from Student representatives and Research Groups** |
| Explanation: Short round table update.* The student representatives would like to ask the Council for advice on initiatives for building bridge between the AAUBS-staff and students and introducing the interim management to the students.
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| Notes:  |
| Follow up:  |

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| **12. Communication from the meeting** |
| Explanation: What do we need to communicate from the meeting? |
|  Notes: |
| Follow up:  |
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| **13. AOB** |
| Explanation: |
| Follow up:   |