

Department of Biomedicine

Meeting: 9 June 2026 at 12:00-14:00

Meeting room: 1115-151B

Local Liaison Committee Meeting (LSU)

Participants: Thomas G. Jensen; Morten Schallburg Nielsen; Thomas Corydon; Ina Maria Schiessl; Bertha P. Beck Mortensen; Ulla Vosegaard Als; Agnete Larsen; Esben Thorup Boel; Gitte Fynbo Biller; Vivien Schack; Sune Jonathan Keidser-Nilsson; Benedicte Bech Andersen

Cancellations from participants: Rikke Nielsen; Hanne Bjerregaard Møller; Jani Kær; Paw Vinther; Sâmia Joca;

Guests: Kim Henningsen

Minute taker: HR Partner Pia Lind Lunau Kristensen

1. Godkendelse af dagsorden/Approval of agenda

by Head of Department

The Agenda was approved.

2. Godkendelse af referat/Approval of Minutes

by Head of Department

The minutes were approved.

3. Orientering om økonomi/The financial statement

For information and discussion by Head of Department and financial controller

Head of Department informed the committee that the financial reporting is currently based on ØR1, reflecting the Department of Biomedicine's financial status after the first quarter of 2026. Overall, the department's finances are in balance. Minor differences compared to the 2026 budget have been identified by the Finance Department and are outlined in the accompanying appendix. Head of Department highlighted several key developments:

A special allocation has been granted for the purchase of equipment, PhD funding has been administratively transferred from departments to the faculty (with a neutral financial impact) and reduced housing costs in Bartholin, partly due to energy savings and technical adjustments.

A continued strategic priority for the department is to increase overhead/indirect costs. Currently, indirect costs are just above 10%, but the goal is 20%. Indirect costs (mainly overhead and project supplements) is a critical component of the department's overall financial position and is consistently evaluated by Head of Department when approving major external grant applications.

Head of Department also noted several ongoing uncertainties affecting the financial outlook, including: Future enrollment of medical students and the potential establishment of a new neuroscience center (estimated funding approximately DKK 530 million, with 70–80 staff).

The committee discussed the financial report and raised several questions. In particular, there was interest in the potential impact of changes in number of medical students, which remains uncertain but is expected to have significant long-term financial implications for the department.

Attention was also given to the possible establishment of a new neuroscience center and its financial implications, including how costs, revenues, and overhead funding would be allocated across the involved faculties and departments.

Additionally, it was noted that government funding does not appear clearly in the presented financial overviews, which is linked to the current financial model in use.

Questions were also raised regarding trends in medical student intake and the potential consequences.

Head of Department confirmed that intake for the upcoming summer remains unchanged, while national attention to the issue continues.

Finally, Head of Department expressed the expectation that representatives from Finance will participate in a future Liaison Committee meeting to provide more detailed responses to the committee's financial questions.

4. Opfølgning på APV-2025/Follow-up on workplace assessment (WPA) 2025

For information and discussion by Head of Local occupational health and safety committees, Kim Henningsen

Head of the Local Occupational Health and Safety Committee, Kim Henningsen, introduced himself in his new role and provided an overview of current initiatives and key focus areas, including follow-up on the Workplace Assessment (APV) action plan regarding increased visibility of the occupational health and safety organization and employee representatives via the department's information screens.

As part of the continued implementation of the APV action plan, Kim noted that the committee is developing a poster addressing inappropriate behavior. This initiative is further supported by workshops on tone and psychological safety, which form part of a broader effort led by the Faculty's Occupational Health and Safety Committee. HR and Communications are involved in the development of these materials to ensure clear and appropriate messaging.

It was also noted that ergonomic support offerings will be made available.

In his role, Kim emphasized his personal ambition to strengthen a culture of open dialogue at the department, with the aim of promoting a healthy psychosocial work environment. It was further noted that new elections will take place in 2027, and that there is a shared expectation that individuals who take on these roles do so with a clear commitment to contributing and representing their colleagues.

The committee discussed and raised questions regarding the visibility of the occupational health and safety organization and the roles of employee representatives, with particular focus on differences in confidentiality and duty of confidentiality. The need for clear communication was emphasized to ensure that employees understand where to seek support and under what conditions.

It was noted that Head of Department, during onboarding sessions for new employees, introduces union representatives as "trustful representatives." The Occupational Health and Safety Committee may consider adopting a similar approach as a way to clarify the distinction between the roles of union representatives and health and safety representatives.

Finally, the committee discussed how local dialogue within individual units can complement central initiatives, and how insights from upcoming workshops may inform broader implementation across the Department of Biomedicine.

The committee thanked Kim Henningsen for his presentation and for introducing both the committee's work and his new role.

5. Nyt fra institutlederen/News from Head of Department

For information and discussion by Head of Department

Påtænkt organisationsændring af ph.d.-administrationen/Proposed organizational change to the PhD administration

Head of Department introduced this additional agenda item, which was shared with the committee at short notice to allow for an initial discussion and to provide input to leadership's ongoing considerations. The item concerns a proposed organizational change to the PhD administration being developed by the Deans of Health, Natural Sciences, and Technical Sciences, together with the University Director at Aarhus University. The proposed changes are expected to take effect on September 1, 2026. The proposal includes consideration of dividing the administration into two units - one aligned with Health and one with Natural and Technical Sciences - as well as an assessment of the future organizational anchoring of AU PhD and fund services. Further details are outlined in the appendix shared with the committee.

The committee is invited to submit input and perspectives by June 17, 2026. All feedback will be included in the overall basis for decision-making.

HR clarified that this process should be viewed as an opportunity for employee representatives to provide formal input. Should the employee representatives wish to submit a response, they are responsible for coordinating their input and ensuring submission within the specified deadline.

The committee discussed the proposed organizational changes and acknowledged the value of the evaluation that has informed the new direction, noting in particular that employee experiences have been incorporated. It was highlighted that differences between the faculties may support a split in the administrative structure.

Questions were raised regarding whether the term "PhD School" remains an appropriate designation, given the nature of the program.

The committee also noted that there is still some uncertainty regarding the future organizational setup and governance structure, including reporting lines and alignment with the liaison committee system.

Finally, it was discussed that employees are generally perceived as positive toward the proposed changes, although there is also awareness of a potential risk of increased distance to the management in the new structure.

The employee representatives confirmed their intention to submit relevant input as part of the consultation process.

Rwanda Hub

Head of Department briefed the committee on the Faculty's Rwanda Hub, which establishes collaboration with three universities in Rwanda. The initiative enables student exchanges (e.g., at the fifth-semester level), PhD collaborations, and new research activities, including perhaps in infectious diseases.

The committee discussed the Department's potential engagement, including the extent of contributions to medical and nursing education. Opportunities to support teaching - where there is clear demand and potential staff interest - were explored, including the possibility of partial workload buyout models over time.

Head of Department noted that no dedicated funding is currently allocated to Rwanda-related activities; participation will therefore depend on external funding or internal prioritization. Potential future funding sources, including Danida and foundations, were highlighted.

New positions in strategic areas

Head of Department informed the committee that two positions will be advertised shortly as part of AU's strategic initiatives: a tenure-track position (partially centrally funded) and an innovation-focused position at associate professor or full professor level. The latter will emphasize innovation while also including research and teaching responsibilities, under standard terms and conditions aligned with existing faculty roles. Both positions are expected to be advertised before the summer holidays, while broader faculty postings are anticipated no earlier than 2027.

The committee discussed the upcoming faculty recruitments, particularly the tenure-track and innovation roles, including whether additional postings are planned and how timing may impact other hires.

Head of Department confirmed that current strategic priorities take precedence, with other recruitments likely deferred to 2027.

The committee raised questions about role expectations, including the balance between research, teaching, and innovation. It was noted that the innovation requirement may represent an increased expectation, given existing workload demands. Funding, employment terms, and alignment with current staff roles were also discussed.

Management emphasized that all positions will follow standard terms and are not intended to create preferential conditions. Recruitment scope and innovation criteria - including qualifications such as IP and patents - were discussed, with confirmation that these will be specified in the job postings and assessed through standard evaluation and hiring processes. Finally, it was reiterated that the positions will be openly advertised to both internal and external candidates, and that workload balance, including work-life considerations, will remain an ongoing management priority.

Status from Department Forum

Head of Department provided an update on the Department Forum, a cross-departmental forum with approximately 20 participants.

The forum is currently focused on initiatives including cross-functional collaboration, workshops on professional conduct, and strengthening communication and storytelling about the Department of Biomedicine. Meetings are planned on a quarterly basis. At the most recent meeting, a Biomedical representative from the Academic Council participated to support stronger alignment across governance forums and enhance mutual understanding of the roles and responsibilities of committees, councils, and boards.

Status on new Center (standing agenda item)

Head of Department reported that the application to establish the new center remains in development. A candidate has been identified who is expected to assume the Director role, contingent on securing funding from the Lundbeck Foundation. The center's name has not yet been finalized. The initiative is a joint effort between the Department of Biomedicine and the Department of Molecular Biology and Genetics. The committee will be kept regularly informed of progress, with "Status on New Center" added as a standing item under "News from Head of Department."

New position in the class III laboratory

Head of Department informed the committee that a position has been posted in support of the class III laboratory. The facility is part of a broader strategic initiative and, if established, will be available to both internal and external users.

6. Status og evaluering af de årlige lønforhandlinger 2026/Status and evaluation of the annual salary negotiations 2026

For information and discussion by Head of Department

Head of Department informed that the annual salary negotiations have been completed. This year's frame were 0.7% of the total salary expenditure. Overall, 103 employees actively applied for a salary improvement. 92 employees were awarded a salary increase, as reflected in the table below. It should be noted that some employees who did not apply were nevertheless granted salary improvement. In total, 36 employees received a rejection of their request.

Institut for Biomedicin	Kvalifikations-tillæg	mænd	kvinder	I alt			
	0	30	48	78			
Engangsvederlag	mænd	kvinder	I alt	Løn-grp-skift	mænd	kvinder	I alt
0	7	3	10	0	1	3	4

In addition, a brief evaluation of the process for the annual salary negotiations 2026 is required.

The committee discussed the framework for salary negotiations and expressed concern about the overall frame of 0.7%, particularly in light of the university's strong financial position. This concern has also been raised by employee representatives in the Main Liaison Committee (HSU).

At the same time, the committee noted that the process was generally perceived as constructive, acknowledging that outcomes naturally vary, with some employees receiving increases while others did not. It was highlighted that the process provides an opportunity to recognize and document employee contributions, even where no salary adjustment is granted.

Questions were raised regarding cases where employees who had not applied still received supplements. This was explained as part of efforts to ensure balance across staff groups through dialogue between management and union representatives. It was confirmed that both academic (VIP) and administrative (TAP) staff are included in the negotiations.

Finally, it was noted that employees may request detailed feedback from their immediate manager. The committee also acknowledged the continued practice by Health HR of issuing formal rejections to employees who applied but were not successful, noting that this is not consistently done across all faculties.

7. Kriterier for de årlige lønforhandlinger 2027/Criteria for the annual salary negotiations 2027

For discussion and decision by Head of Department

A brief discussion of the current criteria and decision of whether the criteria should also be applied in connection with salary negotiations in 2027.

The committee agreed to maintain the current local criteria (from 2024) for the Department of Biomedicine.

8. MUS 2026/SDD 2026

For information, discussion and/or decision by Head of Department

Head of Department informed that there is a wish for a discussion of whether there is a need for special local themes as well as questions that are generally to be asked and discussed at the annual staff development dialogue (SDD/MUS) review in addition to the questions already stated in the dialogue form.

Last time LSU discussed that “the dialogue tool on the balance between tasks, resources and well-being as a possible incorporation into MUS theme discussions” and “LSU recommended that career development conversations for all staff should be part of SDD.”

For further information about the prevention and handling of stress please see the page in [English](#) and [Danish](#).

The committee reviewed Head of Department’s draft SDD communication to staff. The update was noted, with an emphasis on ensuring the message clearly supports the purpose of SDD as a key dialogue on well-being, responsibilities, and development.

The committee also highlighted the need for clear and specific guidance on updating the teaching portfolio, including expectations regarding format and whether resubmission is required.

9. Highlights from LAMU, FAMU, HAMU, FSU and HSU/ Highlights fra LAMU, FAMU, HAMU samt FSU og HSU

For information

The LSU members are encouraged to familiarise themselves with the minutes of the meetings.

Material from meetings can be found:

Local occupational health and safety committee (LAMU) can be found [here](#).

Faculty occupational health and safety committee (FAMU) can be found [here](#).

Main occupational health and safety committee (HAMU) can be found [here](#).

Faculty Liaison Committee (FSU) can be found [here](#).

Main Liaison Committee (HSU) can be found [here](#).

The committee was informed that the Head of Department had participated in a Main Liaison Committee meeting (HSU) and presented experiences with group development dialogues (GDD) for associate professors, as well as ongoing work with SDD. Questions were raised regarding why GDD had been limited to this group. The Head of Department noted strong support from the Department of Biomedicine’s representatives in the committee, emphasizing that the department is still in the process of building experience with the GDD format.

The department’s representatives further reported that the Rector’s term has been extended through 2029, and that the opening of the University City campus has been widely successful,

with strong engagement from both staff and external stakeholders, including a royal visit. It was also noted that a posting for a new Pro-Rector for Research and Innovation is forthcoming.

10. AOB/eventuelt

For information by head of Department

Please remember

The committee was informed that **the Department Day and Faculty Party will take place on August 21** for departmental and faculty staff, respectively.

An LSU course is scheduled **for 26 August 2026**.

The course will focus on our different roles within LSU, including role awareness and responsibilities. We will also work with themes such as psychological safety and constructive collaboration.