

AAUBS Department Council (AAUBS Department
Council meeting)

27-05-2024 09:30 - 11:30

Fibigerstræde 2, room 35

Mødedeltagere : Members: Mette Vinther Larsen (formand), Jesper Chrautwald Sort (VIP), Jonas Strømfeldt Eduardsen (VIP), Pernille Gjerløv-Juel (VIP), Michael Simonsen (TAP), Tine Nørgaard (TAP), Robin Katers (ESA), Matthias Glerup Jørgensen (ESA), Hamid Raza (VIP)

Cancellation:

Observers: Mikael Randrup Byrialsen, Holger Roschk, Gunnar Rimmel, Christian Østergaard, Jacob Brix

Cancellation: Michael S. Dahl, Frederik Lundtofte, Dmitrij Slepnirov

Guest: Mie Boldsen

Secretary: Karina Knudsen

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Punkt 1: Approval of Agenda (5 min)

Explanation: Approval of the agenda for the meeting

Punkt 2: Approval of Minutes (5 min)

Explanation: Approval of Minutes from AAUBS Department Council meeting on March 4th, 2024

Punkt 3: Update from the Head of Business School (5 min)

Update from the head of Business school will only be discussed in the meeting if members have questions.

Explanation: Mette will give an update on:

AAUBS strategy: The strategy group consisting of Poul, Jacob R., Marita and Valeria have met a few times and have had one meeting with Mette. The plan is to make an inclusive process where both experienced and junior scholars as well as administrative colleagues are invited into making analysis and present these. The group will present the process on the PC meeting the 7th of May and ask for professors to take an active role. Furthermore, the group is working on developing a process, where both internal and external inputs will be included, thus dialogues with the dean, rector, AACSB, BAC council are being planned as well. The plan is to develop a new mission, vision and strategy for AAUBS that will be final be the end of 2024 and then spend the first part of 2025 to break the strategy down into action plans for the coming years.

Candidate reform: Status is that we are still waiting. The number for decrease in intake of students have been announced and AAU is being hit harder than first expected (12,5% decrease in intake by 2029 – expected was between 8-10%). However, as the decrease has been calculated based on an average intake in 2018-2022 and AAU has already been good at dimensioning. Furthermore, we have not been able to fill up all the seats at all programs, so we will not be hit as hard as we could have been. The latest rumor is that maybe a larger degree to locally decide the format of the master programs that will be reformed. We hope this will not be the case as it will dramatically change the process as we then need to direct attention towards engaging in strategic dialogues with other education institutions about aligning programs instead of focusing on creating really good content on the programs. Furthermore, the benchmark task is in process, it has been slightly delayed because Kristoffer has resigned his position, but an administrative support has been hired from May-December 2024 as support to the benchmark analysis, possible candidate reform and initiation of Barometer study in the region.

AACSB update: Early April, Mette was contacted by Ihsan from AACSB with the wish that we in a very short time had to develop a strategic plan for the period where we move from one strategy to the next. AACSB needed this to accept our second progress report. This was developed and is attached, in this process it was extremely significant to illustrate on an overall level where AAUBS is heading based on dialogues about AAUBS we have already had in the various councils, and at the same time make space for the strategy process to be open as it is intended. So the strategy plan contains an overview

of the various steps we are going through to develop the new AAUBS strategy, indicate on an overall level the analysis needed and the strategy process and present an end date as to when we expect the new strategy to be finalized; Q1 2025.

Informally Mette was informed by Ihsan from AACSB that our second progress report has been accepted and we are to make a third progress report that should be handed in – most likely – in Feb. 2025. This is in many ways a really good feedback as the ongoing AAUBS strategy process will be able to inform what we will be accredited upon. The formal information and specification about what the third progress report should contain will be sent to us early June. Ihsan will come and visit AAUBS the 4th and 5th November where he will meet colleagues, councils, research group leaders, the strategy group, the dean etc. with the purpose of getting to know us and getting to know how we do research, teaching etc. A visit from our mentor Peter is also being planned – again with the purpose of getting to know AAUBS and our colleagues.

Research evaluation: Status is that the research group have sent qualifications, questions, and comments back to the coordinating team and they are working on integrating these in the research group presentations. On an overall AAUBS level, the team is working on finalizing the AAUBS presentation and documentation that will be sent to the committee early/mid-May. On the 3rd of April the coordinating met with the committee to set the context, discuss the content of the research evaluation, and the program for their visit. The members of the committee look forward to the process and agree with us that the purpose of the research evaluation is to have constructive, supportive, and developing dialogues with the research groups. The committee asked for a bit of additional information, overview of teaching, average grades, average time for completion of study programs etc. Furthermore, they asked for a strategic plan in the period between strategies and an introduction to how the different boards and councils collaborate at AAUBS. The team is working on developing these as well. The committee also asked if we could move one research group dialogue from the 18th to the 19th of June to make room for more quality in the dialogues, thus we had to make some minor changes in the program.

FOLLOW-UP:

AAUBS Day 14th November: People & Core Tasks: *The purpose of the day was to spend half a day focusing on the well-being amongst us and maintaining a constructive workplace culture. During the day we worked together as VIP and TAP and discussed how we at AAUBS could:*

- *Ensure quality, responsibility, and cooperation in our core tasks.*
- *Research real-life challenges and societal economic and business-related phenomena.*
- *Enable our insight, support, and knowledge to shape inspiring learning spaces.*
- *Engage in societal change that has an impact.*

The feedback from colleagues was that it had been a good day and it had been nice to spend half a day with colleagues to discuss what makes AAUBS a special place, what aspects do we want to keep and which do we want to develop and also strengthen. One of the core problematics that came across was the issue of ensuring a good onboarding of new colleagues, a management who were present and prioritized colleagues' well-being and mores focus on generating an even better workplace culture. The fruitful discussion and constructive feedback led to regularly Friday mails from the Head of

Department, an ongoing development of the AAUBS onboarding process and the planning of a AAUBS workshop in the Fall 2024 focusing on “Connecting Cultures”. Furthermore, initiatives have been made to ensure we have a Friday bar and start looking into other social arrangements. Adding to this, the staff managers and the Head of the Business School prioritizes physical presence at campus, open office slots and having Staff Performance and Development interviews with all VIP before the Summer vacation 2024 where these aspects are also discussed to ensure we keep working towards creating a safe and good workplace where colleagues can pursue their professional aspirations.

AACSB accreditation – *Mette Vinther Larsen will organize two informal information meetings – one aimed at students at AAUBS, and one aimed at colleagues at AAUBS. The purpose is to inform about the process and be in dialogue as to why we are pursuing this accreditation and how it affects our everyday practice.*

Research evaluation - *Mette Vinther Larsen will share these points on a staff meeting and Friday mail.*

English Bachelor – *The Head of Studies Kristian Nielsen can reach out to ESA for assistance regarding introduction to the new international students.*

Mette Vinther Larsen will see if she can find a colleagues from the Administration who would want to join the process.

Mette Vinther Larsen will work on developing an overview of the different kinds of leaders and identify who decides what.

Punkt 4: Follow-up on budget and plan for open positions (stillingsplan) (Annual cycle of work) (15 min)

Explanation: Mette Vinther Larsen will provide an update on the budget and plan for open positions.

Punkt 5: Discussion of Ph.D. program management (10 min)

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

Punkt 6: Follow-up on Business School Seminar 25 April (Annual cycle of work) (15 min)

Explanation: Mette Vinther Larsen will give an update on the business school/department seminar that took place on April 25th, 2024.

The theme for the seminar was “Generative AI in teaching, administration, and research at AAUBS” with focus on sharing knowledge and gaining perspectives on how we can use generative AI in solving our core tasks, teaching, administration, and research.

AI-DAY: The overall takeaway from the AI day is positive and colleagues expressed that the topic and structure of the day was meaningful to them. The following was sent out the day after as a summary of the main takeaways:

1. Generative AI is a tool like so many other tools that we and our students can use to solve tasks that take up time but does not necessarily make us more skilled or knowledgeable.
2. Both our students and we need more overall AAU rules and concrete AAUBS guidelines with examples on how and when we can use Gen. AI – your feedback from the morning/noon session will provide valuable feedback to the Study Boards and will lead to Living guidelines on the use of Generative AI in teaching and exams.
3. We need to make sure students are thoroughly introduced to and supported in their use of Generative AI early in their learning process, like they are being introduced to other tools that they can use to enhance their human intelligence and critical thinking – we will look into figuring how we can generate material for this.
4. We need to set aside resources if we want to enhance our capabilities and we need to know more about prompting to be able to make the best use of tool – noted!
5. Stay curious and be in dialogue with students about their use of generative AI, so they develop a natural and responsible use of the tool, and we ensure our development and use of generative AI are in tune with theirs.
6. Now we started the dialogue and at the current moment we most likely have more questions than we have answers, but that is OK, because we are still in the process of learning how to learn to use generative in responsible ways – and we will keep the conversation going – first stop next morning coffee, next stop the guidelines, communities for sharing experiences and guidelines after Summer, and...

What is really important is that we keep the dialogues and processes active and share knowledge and keep including colleagues in the further conversations and decisions about how to use generative AI.

Punkt 7: Approval of annual cycle of work for Department Council 2024 (10 min)

Explanation: Approval of annual cycle of work 2024

Punkt 8: Follow-up on SSH-agreement "Målaftale" (15 min)

Explanation:

AAUBS is halfway through the year and therefore also halfway related to our Målaftale with SSH. Thus, it will be timely to revisit the Målaftale and take stock of the status, are we progressing like we anticipated, do we want to make any changes, initiate any new projects or something third. Furthermore the process of reporting has changed, so we now only report to SSH and then do it twice a year based on specific questions developed by the Rector's office. As preparation please read the Målaftale and the first reporting, we have just received and approved from SSH. Mette will give a short status and based on this we will discuss the current status.

Punkt 9: Update on SSH-strategy process (15 min)

Explanation:

The strategy group consisting of Poul, Jacob R., Marita and Valeria have met a few times and have had one meeting with Mette. The plan is to make an inclusive process where both experienced and junior scholars as well as administrative colleagues are invited into making analysis and present these. The group presented the process on the PC meeting the 7th of May and asked for professors to discuss which analysis we should make and invited our colleagues to take an active role. Furthermore, the group is working on developing a process, where both internal and external inputs will be included, thus dialogues with the dean, rector, AACSB, BAC council are being planned as well. The plan is to develop a new mission, vision and strategy for AAUBS that will be final by the end of 2024 and then spend the first part of 2025 to break the strategy down into action plans for the coming years.

Punkt 10: Update from Student representatives and Research Groups (10 min)

Explanation: Short round table update

Punkt 11: Communication from the meeting (5 min)

Explanation: What do we need to communicate from the meeting?

Punkt 12: AOB (5 min)

Explanation:

- The item from the meeting on 30 November 2023 regarding reorganisation in the administration in the interim period, which Jesper Sort wishes us to revisit, we will include at the meeting in September. As we have yet to fill the two positions of area manager and quality employee, respectively, it is still a little early, but is there something we can take with us now in the further process.