

Minutes for TSU/TAMU-meeting

16 June 2025

Date and time	Tuesday 10 th of June, 08.30-10.00
Location	Ellehammer or Zoom
Invited	Henrik Bindslev, Martin Houmann Thygesen, Horst-Günter Rubahn, Christian Veje, Jens Ejbye Schmidt, Kasper Hallenborg, Anne Søvsø Vollstedt, Jeroen Bergmann, Sanne Lefevre, Kari Kleine, Lars Duelund, Annika Skjødt, Mogens Melskens Pedersen, Henning Andersen (substitute for Kirsten Præstegaard), Susanne P. Arnsted, Gry Green Linell, Julie Nauerby Kristensen (minutes)
Apologies	Lars Duelund, Kirsten Præstegaard, Mogens Melskens Pedersen, Jens Ejbye Schmidt, Horst-Günter Rubahn
Meeting Leader	Henrik Bindslev

juna

juna@tek.sdu.dk
T +4565509481
M +4593507336

- 1. Approval of Agenda**
By Henrik Bindslev

Minutes:
The agenda was approved.

- 2. Approval of minutes**
By Henrik Bindslev

Appendix
2.1. [2025-03-11 Minutes TSU TAMU.docx](#)
2.2. [2025-03-11 Referat TSU TAMU.docx](#)

Minutes
The minutes were approved.

- 3. Annual occupational health and safety discussion**
By Luise Thuesen Marling

Guest:
Health and Safety Consultant Luise Thuesen Marling from the Health and Safety Team, SDU HR.

Background

At SDU, the annual health and safety discussion is carried out at several levels: First, discussion in the occupational health and safety groups, followed by summaries and discussion in TAMU, and finally discussion in the The General Occupational Health and Safety Committee at SDU (HOAMU).

The purpose of the discussion is to evaluate the past year's work and cooperation and to discuss the upcoming year's work and cooperation within the occupational health and safety organisation.

The annual health and safety discussion in TAMU starts with a brief review of discussions from TEK's health and safety groups (presented by Health and Safety Consultant Luise Thuesen Marling from the Working Environment Team, SDU HR the Health and Safety Team, SDU HR), followed by a discussion in TAMU.

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Luise Thuesen Marling presented a summary of the Annual Health and Safety Discussions 2025 within TEK's health and safety groups ([see attached presentation](#)). She suggested that TSU/TAMU discuss which topics would be relevant to address across departments and the Faculty Administration.

Henrik Bindslev noted that stress levels are higher among academic staff, particular among associate professors and PhD students. Discussions have shown that the causes of stress differ significantly between these two groups. For PhD students, the main issue is the short duration of the PhD programme (three years), combined with a high course load compared to international standards. This is a common challenge across Danish universities, and it suggest that we should be cautious about adding extra courses. At TEK, we attempt to address this by offering a pre-PhD period as a research assistant, though this solution also presents challenges.

For associate professors, discussions have revealed that frequent interruptions make it difficult to find extended periods for deep work.

Based on discussions in the Academic Council, Henrik Bindslev proposed an initiative to explore the specific challenges faced by these two groups and identify possible solutions. This should be done in collaboration with, for example, the Academic Council, the PhD School and HR. Although TEK has already launched several initiatives, there is still room for improvement.

TSU/TAMU supports the initiative, and Henrik Bindslev will initiative the work, including further dialog with HR.

Jeroen Bergmann noted, that it important to gain a more detailed understanding of the issues and their underlying causes across different staff groups.

Luise Thuesen Marling told, that TEK has the possibility to conduct new surveys in collaboration with Rambøll, although this would require funding from TEK. Alternatively, it may be possible to analyse existing data from the current APV to produce targeted reports for PhD students and associate professors at the TEK level.

Susanne Arnsted noted, that, in general, TSU/TAMU have discussed the subjects on the list of focus points and main OHS topics for TEK, when selecting themes for the APV time and action plan. Several cross-faculty initiatives are already underway.

Henrik Bindslev added that these topics are receiving significant attention.

Luise Thuesen Marling thanked for the discussion and welcomed the faculty to reach out during the ongoing work.

4. Financial status Background

By Henrik Bindslev The financial overview is presented and discussed.

Appendix

[4.1. Financial overview TEK June 2025](#)

Minutes

The status in the Appendix is from end of April, and some things have changed compared to what we see in the status. External income is DKK 300 million, but we now know that one big grand is delayed, which reduces the income by DKK 7 million. Overall, there is good progress in external income compared to the norm other years, and the prognosis of DKK 300 million minus DKK 7 million is holding up. There is some variation across units: some are not where they want to be, and others are over-performing.

The estimate for the result of the year is DKK 2 million plus. That might easily be DKK 3 million minus, but that is not going to be a problem. The challenge is variation in surplus and deficit across units. To prevent the entire faculty from going into deficit, units with a surplus need to hold back, as other units are running a deficit. However, Henrik Bindslev stressed that we do not have difficulties, but behind the scenes there are things we must work with.

Education income is rising through the year. It is mainly driven by Sønderborg, where the student population will keep growing.

With regards to external income from grants we anticipate an annual growth in 2025 at 10%, which is not unreasonable.

With regards to funding from different sources, 2025 is the odd one out, but it is caused by the fact that we are in the middle of the year. Therefor it should give rise to no worry in terms of success rates.

TSU/TAMU had no comments.

5. Workplace Assessment (APV) Background

By Henrik Bindslev The Departments and The Faculty Administration have drawn up time and action plans for the Workplace Assessment 2024 (APV24). In accordance with the APV process, TSU/TAMU received the plans on 1 May 2025.

If TSU/TAMU has questions, comments or the like regarding the time and action plans, there will be an opportunity to discuss them at the meeting.

Appendix:

[5.1. APV24 - Time and action plans](#)

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TSU/TAMU had no questions or comments to the time and action plans.

6. Cooperation with the Danish Defence

By Martin H. Thygesen

Background

Discussion regarding enhanced cooperation with the defence sector.

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Martin Thygesen introduced that as our collaboration with the defence sector increases, some researchers have expressed, that they due to principal reasons do not want to work with the defence sector. In addition, some people are concerned with the safety when they work with defence related project.

Henrik Bindslev noted that, according to SDU's policy, researchers are free to say, that they do not want to work with a given topic, e.g. defence research. However, this is not the case for administrative staff. Regarding safety there will be safety requirements in contracts from those who fund it. We have other research areas, where there is restricted access due to confidence.

Susanne Arnsted noted that at SDU-level it is decided that we should have in-creased access security for the airport due to critical research. She will ask SDU Safe what the status is.

Gry Green Linell said that there also are concerns about being a target, when you work with defence.

Henrik Bindslev noted that there always are risks, when you work with controversial topics, and therefore the universities do what it takes to protect the staff.

Jeroen Bergmann noted that it is important to remember that we still do not work a lot with defence. Additionally, due to public interest we should only block access when the risk assessment shows need for restricted access. At the same time, we should consider the aspects in the risk assessments.

Henrik Bindslev added that SDU Safe and top management is in close contact with PET, who will alert us, if there are any risks, but it is fundamental that we are an open institution.

Henrik Bindslev noted, that alle Danish universities are a part of the Danish Defence Centre, and the view from the university is that as a Danish institution we take part in doing what is needed regarding defence. At the same time, it is important that we

show researchers within defence respect, and we need to get use to, that defence research plays a bigger role at the university.

Gry Green Linell noted that dialogue about the concerns is important, and the topic will also be addressed in HSU. Henrik Bindslev supported the view.

7. Self-organisers

By Martin H. Thygesen

Background

As part of the implementation of the rules on registration of working time, a significant number of employees have been classified as self-organisers (selvtilrettelæggere). Among employees, there is an awareness of the importance of ensuring a reasonable balance in working hours for this self-organisers. This awareness will be addressed and discussed at the meeting.

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Martin Thygesen introduces, that researchers are classified as self-organisers, and we need to address how we ensure, that they do not work too much or get stressed.

Gry Green Linell added that IDA is raising a case based on circumstances in Aarhus, because they want to make the rules clear.

Henrik Bindslev noted that this is something there is better being discussed in HSU as we need to follow same procedure as the rest of SDU.

Martin Thygesen asked how self-organisers are handled and if they automatically are classified as such.

It was agreed that the Faculty Administration examines the procedure and informs TSU/TAMU.

8. News from HoAMU

By Lars Duelund

Background

Short briefing

Minutes

As Lars Duelund was absent, Julie Nauerby Kristensen read a brief statement from Lars:

Yet another meeting where the focus, in various ways, was on the outcome from the APV process.

First of all, work has started on developing a concept for a systematic evaluation of existing leaders. It would be similar to the current evaluation of new leaders, but work on the exact details is still in progress. A concept for this should be ready in the fall of 2025.

Also, as a follow-up to the APV, SDU HR has looked into some of the units that have had positive results in reducing stress. This was done by two psychology students interviewing selected key persons to identify key factors contributing to the reduction in

perceived stress. The main findings were that strategic, present, and transparent leadership is crucial for reducing employee stress. Four units demonstrated this through a focus on the psychological work environment, involvement, openness, and support for task prioritization, creating a sense of security and better conditions for well-being, even under high work pressure. Additionally, initiatives in the VIP area, including systematic dialogue about funding and career development support, promote a more sustainable work situation for temporary employees.

9. Status of near misses and accidents at work including learning points from safety

By Heads of Department

Appendix:

9.3. [2025-06-10 Accidents, near-misses and occupational diseases1.docx](#)

9.4. [2025-06-10 Safety Inspections - TEK Learning Points.docx](#)

Minutes

Christian T. Veje elaborated on the two incidents at IME:

We had a near-missed incident, where the student glued his fingers together with glue he brought from home. He then tried to separate the fingers using a knife. Nothing happened, but we will state that you do not bring super glue from home, and there is a discussion between the Head of Unit and Susanne Arnsted on further initiatives.

We also had an incident with flux and hot solder. A student got it in his eyes and got a minor burn on the eye lid. The student is now okay, but we have a process in figuring out the root cause, and we are not complete yet.

Henrik Bindslev asked to the use of safety glasses. Susanne Arnsted answered that the student only used his own prescription glasses, and they are not good enough. At TEK it is a rule, that you must use safety glasses. However, one consequence might be that you must wear safety goggles, because there is a risk of splatter from below. However, it depends on the risk assessment of the used liquid.

Henrik Bindslev noted that we should take national experience in consideration, when we introduce new rules.

Jeroen Bergmann elaborated on the incident at ITI: The incident was with vibration, where a person was exposed for a very long time. Essentially there should be more use of gloves that reduce vibration, which was not used.

IGT was not present. Susanne Arnsted informed that one incident concerned a big explosion, when two chemicals was mixed. There were several problems. Fortunately, the researcher was not in the room, because it was quite an explosion. An outcome might be an e-learning course regarding handling chemical waste.

The other incident was a hearing impairment, which the doctor told was due to work in noisy environment over many years. We need to investigate the problem further.

10. AoB

Minutes

Nothing under this item.