

# Minutes, TSU/TAMU-meeting

9 December 2025

<b>Date and time</b>	<del>Tuesday 23th of September, 10.00-11.30</del> Monday 10 <sup>th</sup> of November, 8.15-9.45	juna
<b>Location</b>	Ellehammer or Zoom	juna@tek.sdu.dk T +4565509481 M +4593507336
<b>Invited</b>	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 Due-lund, Mogens Melskens Pedersen, Malene Rask, Susanne P. Arnsted, Gry Green Linell, Julie Nauerby Kristensen (minutes)	
<b>Apologies</b>	Annika Norup Mortensen	
<b>Meating Leader</b>	Henrik Bindslev	

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- 1. Approval of Agenda**  
By Henrik Bindslev  
**Minutes**  
*Henrik Bindslev initially noted that this meeting was postponed from 23 September due to the announcement regarding the new study administration at SDU. In addition, TSU/TAMU has welcomed a new member since the previous meeting, following the appointment of Malene Rask as the new Head of Faculty Administration. Furthermore, Annika Skjødt has stepped down from TSU as staff representative, as she has been appointed Acting Head of Secretariat at MMMI. A replacement has not yet been found*  
  
*The agenda was approved.*
- 2. Approval of minutes**  
By Henrik Bindslev  
**Appendix**  
2.1. [2025-06-10 Minutes TSU TAMU - EN.docx](#)  
2.2. [2025-06-10 Referat TSU TAMU - DA.docx](#)  
  
**Minutes**  
*The minutes were approved.*
- 3. Financial status**  
By Henrik Bindslev  
**Background**  
The financial overview is presented and discussed.  
  
**Appendix**  
[1.1. Financial overview TEK September 2025](#)

**Minutes:**

*Henrik Bindslev presented the financial status:*

*Educational income has shown a slight increase compared to the budget, although recent adjustments indicate slower growth than anticipated. However, in Odense, declining student numbers raise concerns about sustaining the current range of courses. While no drastic measures are currently planned, units and departments are fully aware of the prevailing financial pressures.*

*Base funding remains broadly stable, despite minor underlying fluctuations. However, as the status dates to September, the financial status does not account for increased taxes on project grants, and large private foundations typically exclude permanent staff costs, which limits flexibility.*

*Work is underway to finalise next year's budget. In previous years, income projections have been overestimated, and last year TEK Eco helped to moderate this by using a central damper. However, the Rector has emphasised that central dampening measures should be lowered. Therefore, we are now working to produce the most accurate budget possible with minimizing the central damper and balancing the bottom-up optimism with an overall realistic budget.*

*We expect to close the year with a modest surplus. Turnover is projected at approximately DKK 607 million, leaving a collective buffer of DKK 20 million. However, there are substantial disparities between units: those with surpluses cannot freely utilise funds while others remain in deficit.*

*As expected, larger grants exhibit lower success rates compared to smaller ones. While current figures appear accurate, careful interpretation is advised. LEGO and EUROfusion represent the largest new contributors, and excluding these, the outlook for new project funding is concerning. However, this may be due to the fact, that the status dates to September.*

*Horst-Günter Rubahn noted that the current number of applications is close to the maximum achievable, and the focus should shift from quantity to improving quality.*

*Henrik Bindslev agreed and mentioned that several planned actions, such as implementing peer feedback, have not yet been executed.*

*Jens Ejbye Schmidt confirmed that the success rate for Horizon Europe applications is lower than desired. Henrik Bindslev acknowledged this as an important issue and proposed addressing it at the next LG meeting, asking TEK Innovation to prepare an updated overview before further discussion.*

*Jeroen Bergmann inquired about how applications are counted, and Henrik clarified that the metric refers to newly granted funds.*

*Finally, Kasper Hallenborg informed that letters from the Innovation Fund are expected within a week.*

#### 4. Self-organisers Background

By Henrik Bindslev At the TSU/TAMU meeting on 10 June, the importance of ensuring a reasonable balance in working hours for self-organisers was discussed. It was agreed that the Faculty Administration would examine the procedure for informing employees when they are designated as self-organisers, and report back to TSU/TAMU.

#### Appendix

##### [4.1. Process regarding self-organisers](#) (Danish)

#### Minutes

*Henrik Bindslev introduced the item, noting that at the previous meeting there had been a discussion regarding self-organisers. A process description is now available. Furthermore, SDU HR has clarified that the decision to exempt academic staff from registering working hours lies solely with the Heads of Department; employees cannot make this decision themselves.*

*Gry Green Linell reported that there are mixed opinions on the matter, with the main concern being the perceived removal of rights. She questioned whether these rights are embedded in SDU policy and noted that the issue will also be discussed in HSU. Jens Ejbye Schmidt raised an issue concerning mTIME, explaining that employees must allocate time to a project and then fill in the remaining hours to reach a total of 37 hours per week. He described this as misleading.*

*Henrik Bindslev agreed and suggested that Malene Rask investigate the matter further. He emphasised that it was never intended to register all working hours, only those required for funding purposes. Historically, not every hour has been recorded, and it is important to maintain this approach.*

#### 5. The Subcommittee for Skills Development for Technical/Administrative Staff (KKT) Background

By Martin H. Thygesen TEK is in [The Subcommittee for Skills Development for Technical/Administrative Staff \(KKT\)](#) represented by Head of Administration (management representative) and Sanne Lefevre (employee representative).

Sanne Lefevre has asked to resign. TSU is responsible for approving TEK's representatives in KKT, and consequently TSU/TAMU is requested to approve the replacement.

The Employee representatives of TSU have nominated Mette Bundgaard Bæk (special consultant, TEK Økonomi) as a new member.

#### Minutes

*TSU/TAMU approved the appointment of Mette Bundgaard Bæk to KKT.*

#### 6. The Subcommittee for Skills Development for Technical/Administrative Staff (KKT) Background

TEK is in [The Subcommittee for Skills Development for Academic Staff TAP](#) represented by Horst-Günter Rubahn (management representative) and Marianne Stenger (employee representative).

**Academic Staff (KKV)**

By Martin H. Thygesen

Marianne Stenger has asked to resign. TSU is responsible for approving TEK's representatives in KKV, and consequently TSU/TAMU is requested to approve the replacement.

The Employee representatives of TSU have nominated Karen Kjær Larsen (Associate Professor, ITI) as a new member.

**Minutes**

*TSU/TAMU approved the appointment of Karen Kjær Larsen to KKV.*

**7. Cooperation with the Danish Defence**

By Martin H. Thygesen

**Background**

Follow-up discussion on the enhanced cooperation with the defence sector.

**Minutes:**

*TSU/TAMU discussed the implications of collaboration with the defence sector. It was noted that different concerns and perspectives regarding this should be taken into account. Employees are welcome to contact Henrik Bindslev with any specific concerns.*

**8. SDU Vejle**

By Henrik Bindslev

**Background**

Status briefing on the establishment of SDU Vejle

**Minutes:**

*Henrik Bindslev explained that staff are being hired, and development programmes are underway. Temporary buildings are being rented while preparations continue for a permanent facility at the waterfront by the harbour. There is a strong focus on recruiting for the LEGO Chair. Until summer 2026, the Heads of Department will continue to use the existing occupational health and safety organisation to cover staff in Vejle, after which the need will be reassessed.*

*Kasper Hallenborg added that seven staff members are currently under contract for Vejle, with four already started, and interviews are ongoing, so more hires are expected. The plan is to fully phase in 45 staff members for TEK.*

*The first research applications have been submitted, which is a positive step in building research capacity. From 1 January 2026, an administrative support position will be hired to work two days in Vejle. The person will also work in Odense to become familiar with the existing SDU structure.*

**9. Working environment at TEK**

By Susanne P. Arnsted

**Background**

Shot briefing on general working environment at TEK

**Minutes:**

*Susanne P. Arnsted provided the following updates:*

- **Emergency Procedures:**  
*Emergency procedures in connection with chemical accidents have been removed from the common SDU concept and delegated to the faculty. TEK has now developed a new concept. It has been uploaded to all [department pages](#). Health and safety groups have been informed.*
- **Hazardous Waste Management Course:**  
*Due to uncertainty among staff and two serious near-misses involving chemical waste, a new [module \(module 8\)](#) has been added to the TEK lab safety course. This practical module has been enforced and communicated to health and safety groups. All lab managers and relevant staff should complete it. The material was validated by Lars Duelund and Rikke Muller (IGT) and Mogens Petersen and Mark Schmidt (MCI and DME, Sønderborg).*
- **Campus Health & Safety Committee (CAMU) in Vejle:**  
*The establishment of a CAMU in Vejle remains on hold. Employees and activities will continue under the existing departmental structure, as at Lindø and HCA Airport.*
- **New Health & Safety Representatives:**
  - *MMMI (Odense): Sussie Iuel-Brockdorff*
  - *MCI (Odense): Sergii Morozov.*
- **Student Representation:**  
*Students are entitled to have up to two representatives in each health and safety group. Heads of Department are encouraged to promote this opportunity. ITI already has student representatives.*
- **Fire Precautions Audit at SDU**  
*Beredskab Fyn has conducted the annual fire precautions audit at SDU. The final report is pending, but preliminary notes have been shared, including observations regarding roll-ups.*

**10. News from  
HoAMU**  
By Lars Duelund

**Background**  
Short briefing

**Minutes:**

*Lars Duelund informed that the most important current work concerns how health and safety should be organised for students, as the legal situation has been unclear. A document describing [“Responsibility for working environment and occupational injury insurance in student-led activities at SDU” \(in Danish\)](#) is attached to the minutes.*

*Henrik Bindslev asked Christian Veje and Susanne P. Arnsted to take responsibility for this matter, with Christian Veje elected to lead the work with student organisations in LG. Henrik Bindslev further suggested that, at the next meeting, Christian Veje or Susanne P. Arnsted could provide a brief update on the student’s employment and roles.*

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

By Heads of Department

**Appendix:**

3. [2025-09-23 Accidents, near-misses and occupational diseases.docx](#)
4. [2025-23-09 Safety Inspections - TEK Learning Points.docx](#)

**Minutes:**

*The Heads of Departments elaborated on the reported activities.*

*Christian Veje explained that the incident regarding threats at IME was more of an indirect threat, where an email correspondence caused some turmoil.*

*Christian Veje also reported an incident in Beldringe concerning a leak in the ventilation system. The main problem was not the leak itself but that an illegal compound had been used by the company despite being prohibited. The leak has been sealed, and we are now waiting for the final test results. Susanne P. Arnsted confirmed that follow-up has been carried out with the people in the nearby lab.*

*Furthermore, Christian Veje noted that last Thursday there was a fire in a container with a filter for a 3D printer. The latest indication is that a change in procedure may have contributed to the incident. As understood, no one was exposed to the smoke, and follow-up will take place.*

*Finally, Jeroen Begmann pointed out a learning point: no fire extinguisher was available in one of the labs. This issue has been raised with Technical Services, but a response is still awaited.*

**12. AoB**

**Minutes:**

*Gry Green Linell noted that SDU's local agreement for A-TAP is very old. A meeting with SDU's HR Director, Lisbeth Møller, is scheduled for next week to discuss how to make the agreement usable. At TEK, the agreement is currently not applied, but efforts are underway to adapt it for use. Henrik Bindslev added that this is also something that needs to be addressed in LG.*