



Meeting date: Monday 6 October 2025 10:00-12:00

Meeting place: 1872-547

Meeting subject: MBG Management Team

Attendees: Anne Færch Nielsen (AFN), Charlotte Rohde Knudsen (CRK), Christian Kroun Damgaard (CKD), Christian Storm Pedersen (CSP), Claus Oxvig (CO), Ditlev Egeskov Brodersen (DEB), Esben Lorentzen (EL), Esben Skipper Sørensen (ESS), Inge Danielsen (ID), Stig Uggerhøj Andersen (SUA), Torben Heick Jensen (THJ), Pernille D. Frederiksen* (PDF)

*Present during item 1 and 2

Rikke Mie Rahbek (minutes)

Absent: Magnus Kjærsgaard (MK)

| Agenda | | Follow-up |
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| 1. | <p>Status on APV (Workplace Assessment) by Pernille</p> <p>On behalf of the APV working group, PDF gave a status on the action plan.</p> <p>PDF explained that the working group is focusing on the following three main areas towards 2028:</p> <ul style="list-style-type: none"> • Workplace culture and communication • Stress and conflict management • Inappropriate behaviour <p>PDF stated that the first initiative will aim to promote well-being through targeted communication and increased visibility of existing support and resource offers. PDF added that a proposal is being developed for annual themed meetings with guest speakers, as well as leadership development for the group leaders – this led to a general discussion about the choice of speakers, budget and ensuring participation.</p> <p>The Management Team agreed that the working group will continue within the current framework. The deadline for the action plan is 31 October, and</p> | |



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| | <p>the department will be informed about upcoming initiatives on 30 October at the staff meeting.</p> | |
| 2. | <p>SDD 2025 – Department-specific topics</p> <p>ID suggested that the APV could serve as a starting point, and <i>code of conduct</i> was chosen as a specific topic. In continuation of this, it was noted that it would be easier to include such a topic if it were incorporated as an item in the SDD conversation guide.</p> <p>A question was raised about whether feedback is expected after the talks – for example, regarding how the department-specific topics were received and what reflections they prompted – ID replied that such feedback would be very welcome.</p> <p>It was emphasised that it is important for staff to have their SDD talks, as these are a key tool for ensuring well-being, professional development, and open dialogue between employees and management.</p> | |
| 3. | <p>Management of consumables, including computers and phones, financed through project supplements</p> <p>CO informed that a storage area has been established in the ambulance room, where shared items such as gloves, basic plastic ware and other consumables not subject to charge can be collected. A question was raised regarding the financial implications, and CO stated that a full overview is not yet available, but consumption will be monitored and evaluated.</p> <p>CO also provided information on the guidelines for computer purchases. Group leaders are free to select equipment within reasonable limits, while PhD students and postdocs are allocated standard PCs. A system will be set up to allow used and reset machines to be reused.</p> | |
| 4. | <p>Information from Claus</p> <p>CO provided an update on the status of the current recruitments. In connection with the advertised tenure-track positions in molecular biology and/or molecular medicine, a candidate who has been offered one of the positions is visiting this week. The final decision on the next steps will be made at the upcoming meeting of the Research Committee.</p> | |



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| | <p>Regarding the advertised position in bioinformatics, CO reported that the candidate who has been offered the position is also visiting this week. In addition, the deadline for applications for the position in proteomics is today. CO informed that the Faculty Management has established a procedure for how the department should conclude the research evaluation carried out earlier this year. The department must select a number of key forward-looking initiatives and present them in a prose document summarising the evaluation and the future strategic goals. The document must be finalised before the strategy meeting with the Dean's Office in December.</p> <p>Finally, CO noted that NAT has decided to pause the 3+5 PhD scheme for a period of three years.</p> | |
| 5. | <p>AOB</p> <p>A question was raised regarding how to manage the purchase of small wine gifts for collaborators participating in teaching activities. There was a brief discussion on how such expenses might be handled within the existing guidelines. The matter will be investigated further.</p> | |