

Meeting date: Thursday 26 June 2025 10:00-12:00 (meeting ended at 11:48)

Meeting place: 1872-547

Meeting subject: MBG Management Team

Attendees: Anne Færch Nielsen (AFN), Charlotte Rohde Knudsen (CRK), Christian Kroun Damgaard (CKD), Claus Oxvig (CO), Ditlev Egeskov Brodersen (DEB), Esben Lorentzen (EL), Esben Skipper Sørensen (ESS), Inge Danielsen (ID), Magnus Kjærsgaard (MK), Stig Uggerhøj Andersen (SUA) *Helle Homann – present during item 3.*

Rikke Mie Rahbek (minutes)

Absent: Christian Storm Pedersen (CSP), Torben Heick Jensen (THJ)

| Agenda | | Follow-up |
|--------|---|-----------|
| 1. | Approval of agenda and minutes of previous meeting | |
| 2. | Briefing on visit by international panel in connection with Research Evaluation 2025 | |
| 3. | PhD financing etc. (DEB/AFN) | |
| 4. | Workplace Assessment process (ID) | |
| 5. | AOB | CO/ID |

1. Approval of agenda and minutes of previous meeting

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2. Briefing on visit by international panel in connection with Research Evaluation 2025

CO provided an update on the recent visit by the international panel in connection with the Research Evaluation 2025.

In December 2024, CO appointed a working group consisting of Mikkel Heide Schierup, Stig Uggerhøj Andersen, Esben Lorentzen, Magnus Kjærsgaard, Torben Heick Jensen and Tinna V. Stevnsner. The working group prepared the evaluation report, which was submitted approximately a month ago.

The panel visit, led by Dirk Inzé (VIB-Ugent Center for Medical Biotechnology), took place in week 25, during which the aforementioned working group actively participated and



contributed to an open and honest dialogue with the panel.

CO has received the panel's report and assesses that the department presented itself well and was understood. The report highlights a number of areas that the department is already aware of, including working environment and productivity. CO is awaiting a discussion of the report within the working group after the summer break, after which the report will be shared with the permanent scientific staff (VIP).

3. PhD financing etc.

DEB reported that so far no significant changes have been observed in the admission rounds following the introduction of the new funding scheme – the rounds continue to feature strong candidates.

AFN explained that the new financial model at NAT – implemented at the beginning of 2025 – has changed the way in which GSNS supports individual PhD students. PhD funding is no longer provided as a bonus of DKK 500,000 per granted student, but is instead included in the overall budget allocation to the department (together with funds for other purposes).

To ensure a continuous intake of PhD students at MBG, the management team has decided that the department may offer a reduction in the overhead coverage for grant applications that include salaries for PhD students. This reduction will amount to DKK 300,000 per PhD student, which is in line with the figures applied at the other NAT departments.

AFN presented the CFC table, and the management team discussed ways to make the budget rules as transparent and understandable as possible. A final version of the table will be circulated.

4. Workplace Assessment

ID reported that the survey shows general satisfaction, but also points out that the department stands out slightly in relation to experiences of offensive behaviour and stress. As a result, a working group has been established which, based on input from the department's staff, will develop proposals for an action plan.

SUA noted that it can be difficult to identify the causes of these issues and act on them when the workplace assessment (APV) is completed anonymously, and those who are dissatisfied may not wish to speak openly about it. ID emphasised the importance of



communication and encouraged staff to speak up and address situations if they experience offensive behaviour.

MK highlighted that attention has long been paid to culture and gender, as these are often areas where perceptions of what constitutes offensive behaviour can differ greatly. MK referred to a colleague's suggestion that it might also be relevant to look at generational differences as a potential source of misunderstandings. In this context, ID mentioned that generational differences have been in focus previously, but it might be time to revisit the topic.

The possibility of appointing an internal staff member as a kind of ombudsman, whom employees could approach in cases of well-being concerns, was discussed. It was also mentioned that there may be a need for additional initiatives targeted at the postdoc group. The Early Career Seminar series was highlighted as a good initiative, but there is room for further efforts to strengthen networking, particularly among postdocs in smaller groups, which could help improve overall well-being.

CO reminded everyone that the APV topic should be included as an agenda item at section meetings to discuss how such issues can be addressed.

5. AOB

SUA reported that the screen in NUCLEUS is not of good quality, running on outdated technology that makes slides and text appear blurry. CRK added that the microphone is also not of the best quality. It was decided to ask Bjarne Nørgaard (IT staff member at the Nat-Tech Administration Centre) to look into the matter, and CO/ID will determine who should cover the costs, as both the screen and microphone were installed when MBG moved into Universitetsbyen.