



Date: Monday 1 September 2025 10:00-12:00 (12:06)

Place: 1872-547

Management Group, MBG

Present: Anne Færch Nielsen (AFN), Charlotte Rohde Knudsen (CRK), Christian Storm Pedersen (CSP), Claus Oxvig (CO), Ditlev Egeskov Brodersen (DEB), Esben Lorentzen (EL), Esben Skipper Sørensen (ESS), Magnus Kjærgaard (MK), Stig Uggerhøj Andersen (SUA), Torben Heick Jensen (THJ),

(Pernille D. Frederiksen (PDF) – Present at item 2 representing ID

Tinna V. Stevnsner (TVS), Mikkel Heide Schierup (MHS) – present at item 3 as members of the Research Evaluation group)

Rikke Mie Rahbek (minutes)

Absent: Inge Danielsen (ID), Christian Kroun Damgaard (CKD)

Agenda		Follow-up
1.	<p><b>Update on recruitment at MBG</b></p> <p>CO gave an update on the two advertised tenure-track positions in Molecular Biology and/or Molecular Medicine. Unfortunately, one candidate has withdrawn, but there are still two strong candidates in the running.</p> <p>CSP provided a status update on the advertised tenure-track in Bioinformatics. The application deadline was at the beginning of July, and five candidates have visited the department. Discussions on who will move forward in the process will take place in the near future.</p> <p>CO informed that a tenure-track position in Proteomics has been advertised with a deadline of 6 October. It was emphasised that the short application period is due to the hope that evaluation and interviews can be completed before Christmas, so that the recruitment process does not extend into the new year.</p>	
2.	<p><b>Workplace assessment update and conflict management</b></p> <p><b>a. Update on collaboration with AU-IT</b></p> <p>CO reported that interfaces have been established to promote Improved dialogue and cooperation between MBG and AU-IT.</p> <p><b>b. Briefing on planned workshop with a focus on communication and leadership</b></p>	



	<p>PDF reported that planning of initiatives from the department's side has been set in motion. ID has previously presented a number of themes that can form the basis for further work, and a draft action plan has been prepared. The workplace assessment group has agreed to launch initiatives within three main areas:</p> <ul style="list-style-type: none"> <li>• Working culture and tone of communication</li> <li>• Stress and conflict management</li> <li>• Inappropriate behaviour</li> </ul> <p>PDF further reported that, in this context, she has been in dialogue with AU HR Development and Work Environment, and that a workshop for the department's group leaders has been scheduled for 9 January 2026.</p>	
<p>3.</p>	<p><b>Follow up on the Research Evaluation report</b></p> <p><b>a. Preparations for the follow-up visit from the dean's office</b></p> <p>Before the summer holidays, MBG received a report from the external panel that visited the department in June as part of the overall evaluation for NAT. A meeting with the dean's office will be held on Wednesday 3 September, at which the department is to present the panel's recommendations along with its own reflections.</p> <p>Prior to the management meeting, CO had asked the sections to discuss the contents of the panel report, which led to a discussion at the meeting. It was noted that the panel's report largely reflects the issues described by the department in the self-evaluation report.</p> <p><b>b. Plan for implementation of the recommendations</b></p> <p>After the dean's office follow-up visit, MBG must prepare a plan for the continued work on the recommendations. This plan is to be ready by 1 November and will be discussed with both the Management Group and the Research Evaluation Group during the process.</p>	
<p>4.</p>	<p><b>AOB</b></p> <p>CO raised a practical issue concerning the use of rooms in the basement. There is a need to find space for the necessary research equipment, as the current rooms are too small. Efforts are being made to resolve the issue.</p>	