



MBG Management Team – minutes

Meeting Wednesday 14 April 2021 at 13:30 – 15:37

Meeting in zoom

Present: Erik Østergaard Jensen (EØJ), Ernst-Martin Füchtbauer (EMF), Torben Heick Jensen (THJ), Michael Etzerodt (ME), Dugald Reid (DR), Gregers Rom Andersen (GRA), Christian Kroun Damgaard (CKD), Simona Radutoiu (SR), Birgitta Ruth Knudsen (BRK), Esben Skipper Sørensen (ESS), Inge Danielsen (ID), Mette Kirkegaard (MK), Dorte Abildskov (DA; minutes)

Absent: Poul Nissen (PN)

Agenda	Minutes	Follow-up
1.	Comments to the Agenda No comments to the agenda.	
2.	Approval of minutes (Attachment 1) No comments to the minutes.	
3.	Finances (Attachment 2) EØJ went through the budget ØR1. There has been a slight increase regarding education, where we now have 60 Molecular Medicine students and 75 Molecular Medicine students. We expect new limitations as to student take up because there is still unemployment within this field. In agreement with the Vice Dean we plan to keep three Molecular Biology classes and two Molecular Medicine classes. EØJ also went through the external funding 2021, which cannot be compared with 2020 as in 2020 Foulum and Flakkebjerg were included. We have asked group leaders primarily to spend the funding that do not carry overhead, since the budget is in balance. EØJ went through internal contribution and explained how the expenses to maternal/paternal leave, teaching facilities, faculty and university	



	<p>administration, PhD co-financing etc. are distributed between the departments.</p> <p>This spring we have initiated the development of a new economy model at the Faculty, as we need to have a more robust model. Presently in this model we pay 9 MKr for 'inddækning'.</p> <p>Soon EØJ will have a meeting with the Dean regarding the present budget, which is in balance. EØJ will also talk with the Dean about budget 2022-2024. The 2022 budget seems not as good as the 2021 budget.</p> <p>The new budget model will not be effective until 2023.</p>	
4.	<p>Model for coverage of fixed costs ('inddækning') (Attachment 3)</p> <p>The average overhead (OH) percentage on external funding has dropped from 23% to 13% during the past 5 years and every time we attract external money we pay a certain percentage to AU and NAT for the administration as well as a number of other expenses. Thus, the department loses money when you receive external funding with a limited amount of overhead. To compensate for the loss, external funding must contribute to the basic costs at the department.</p> <p>The model for coverage of fixed costs is as follows:</p> <p>20 % for projects that carry up to 5 % OH, 15% for projects that carry up to 8-15% OH%, 10% for projects that carry up to 16-25 OH% and 8 % for projects that carry no more than 44 OH%</p> <p>If this model was fully implemented 5 years ago, we would at an annual average get about 15 MKr in coverage of fixed costs. Presently we get about 9 MKr in coverage of fixed costs. However, some funding is very difficult to tax eg funding for large equipment, thus the new model will more realistically bring in 12-13 Mkr.</p> <p>Before implementing the model, the MT would like have a calculation of what the difference between present and future model could be used for eg coverage of future budget deficits, tax to AU and NAT or strategic investments like cores facilities</p> <p>EØJ will also come with a proposal for the next management meeting.</p>	EØJ



	For the next management meeting Magnus Kjærgaard and Jens Stougaard will make suggestions for the establishment of a biophysics and imaging core facilities, respectively.	Magnus Kjærgaard and Jens Stougaard
5.	<p>Salary supplements used at MBG (Attachment 4 Extractions from Nat-Tech salary catalogue)</p> <p>EØJ said that according to the Nat-Tech salary catalogue you can only have one salary supplement at a time.</p> <p>ID went through the Nat-Tech salary catalogue with all the different salary supplements.</p> <p>EØJ said that ID will keep an eye on supplements not being paid out after members change. Research committee members have a big workload and should be honoured with a salary supplement. A revised catalogue is expected to become effective next year, therefore we have to send our suggestions to the revision in due time.</p>	EØJ/ID
6.	<p>Transparency in teaching activities (Attachment 5)</p> <p>Discussion of a model for tracking teaching activities of tenured staff.</p> <p>ME went through examples and brought forward a proposal for a final model. Thereafter there was a discussion as to the purpose of registering teaching activities.</p> <p>EØJ will send a mail to Inge or Dorte regarding the subject, and it will be sent out to the management members.</p> <p>EØJ suggested that the management members go back to their sections and discuss the subject with the slightly different scope that the major aim of the registering is to highlight teaching as an important task and to access the average teaching work load, which could be relevant information in a recruitment process.</p> <p>EØJ mentioned that a shuffling round with people is necessary as we have some retirements in years ahead. It would be useful to have an overview of all the courses we have - who is teaching which courses.</p>	<p>EØJ</p> <p>Members of the Management Team</p>
7.	<p>Donation committee</p> <p>EØJ said that Ditlev Brodersen, Simona Radutoiu, Claus Oxvig and Charlotte Rohde Knudsen have agreed to be part of a donation committee. They will</p>	



	<p>set up the criteria for the summer school for international students, scholarships for students with a background different from Danish, and they will make the calls etc.</p> <p>The Management Team agreed.</p>	
8.	<p>Recruitments</p> <p>Attachment 6: Mail to the MT Attachment 7: Overview of tenure/tenure track positions at MBG</p> <p>EØJ made a briefing about the expected future recruitments.</p> <p>The present budget includes three unfilled assistant/associate professor positions. Two positions were originally included as a result of an excellence centre negotiation and the third position is a result of a previously announced position that was closed since the top four candidates did not accept the job offer.</p> <p>It was discussed to make two positions covering broad research topics every year from 2023. .</p> <p>The recruitment plan will be discussed with the Dean.</p>	FU
9.	<p>Career possibilities at MBG for non-tenure group leaders</p> <p>The announcement of positions covering broad research topics will also be a possibility for non-tenure group leader to get tenure. These will of course be in competition with external applicants.</p>	
10.	<p>A.O.B.</p> <p>No business to discuss.</p>	