



## MBG Management Team – minutes

Meeting Monday 27 September 2021 at 10:30 – 12:30

Microscopy room 3140-0.3

**Present:** Birgitta R. Knudsen (BRK), Charlotte Rohde Knudsen (CRK), Christian Kroun Damgaard (CKD), Dugald Reid (DR) (10:45-12:30), Erik Østergaard Jensen (EØJ), Ernst-Martin Füchtbauer (EMF); Esben Skipper Sørensen (ESS), Gregers Rom Andersen (GRA), Inge Danielsen (ID), Mette Kirkegaard (MK) (10:30-10:45), Poul Nissen (PN), Simona Radutoiu (SR), Torben Heick Jensen (THJ), Dorte Abildskov (DA, minutes).

Agenda	Minutes	Follow-up
1.	<p><b>Approval of the agenda</b></p> <p>SR suggests that we could discuss office/lab space, as her group really needs more space in the new buildings. EØJ suggested that we switch Finance with Core Facilities. Thereafter the agenda was approved.</p>	
2.	<p><b>Approval of minutes</b></p> <p>&gt; Attachment 1</p> <p>Minor comments to the minutes.</p>	
3.	<p><b>Finances – ØR3</b></p> <p>EØJ presented budget ØR3 - 2021 MBG has, with a short notice, been asked to contribute significantly to the expenses related to the moving of the Department. It was possible to find 3 MKr as we have two employees on leave and there has been an increase in the coverage of fixed costs and overhead as well as a surplus from 2020.</p> <p>The budget for the years 2022-2026 is a challenge. We look into a deficit of 2,7 MKR in 2022. EØJ will meet with the Dean regarding this in October and it will be presented on the next Faculty Meeting.</p> <p>The deficit is due to a redistribution of basic research funding and a requirement of NAT to pay 11 MKr to TECH as a consequence of splitting up ST. This in total resulted in an expense of 3.6 MKr to MBG of which we managed to find almost 1 MKr within the budget.</p> <p>The only way to reduce the deficit is to postpone 3 positions that we planned for medio 2022.</p>	



	<p>The years 2023-2025 also show some deficit, however that is expected to be handled by an increase in the coverage of fixed cost by external funding.</p>	
<b>4.</b>	<p><b>Core facilities</b></p> <p>A number of employees wish to establish core facilities: Bioimaging, Biophysics and Mass Spec core facilities.</p> <p><b>Bioimaging:</b> We have some microscopes that can be used as a starting point and we have a dialog with DANDRITE about employing a core facility manager.</p> <p><b>Biophysics:</b> Magnus Kjærgaard is ok with being the scientific back up for the facility, but we need a core facility manager as soon as we can find room in the budget for that. A number of PI's apply for grants that can be used for equipment to the facility.</p> <p><b>Mass Spec:</b> We have a dialog with Daan van Aalten who shows an interest in mass spec and there is (?) a possibility is to center the facility around his group, supplemented with technical assistance from the Department.</p>	
<b>5.</b>	<p><b>Recruitment</b></p> <p>EØJ briefed about the expected future recruitments.</p> <ul style="list-style-type: none"><li>• Dan van Aalten is expected to bring 5-8 people in June 2022.</li><li>• Gilles Vanwalleghem has arrived and will start 1 October. In the new buildings he will have his office/labs together with Claus Oxvig and Bo Thomsen.</li></ul> <p>PN briefed about a new DANDRITE group leader from Japan, Taro Kitazawa, who will be associated with MBG and move in to the new building.</p> <p>Sadegh Nabavi and Duda Kvitsiani will stay in building 1182 for 2-3 years. This leaves us with more space in the new buildings.</p>	



<p><b>6.</b></p>	<p><b>Status new buildings including office space</b></p> <p>EØJ showed us at a power point where the different groups are to be located in the new buildings.</p> <p>SR asked about the distribution of office space and the possibility of getting extra office space. That will be handled bilaterally.</p>	
<p><b>7.</b></p>	<p><b>MBG strategy work</b></p> <p>As a preparation of the yearly strategy meeting between the departments and the dean, the management is asked to send input for the meeting, including:</p> <ol style="list-style-type: none"> <li>a. A status from the department</li> <li>b. Strategic priorities 2022 and 2023</li> <li>c. Department plan of action</li> </ol> <p>The topics will also be discussed in week 40 at a meeting with the Management Team and the Research Committee.</p> <p>&gt;Attachment 2 MBG Advises and actions 3 &gt;Attachment 3 Skabelon instituthandleplan (en) 3 &gt;Attachment 4 Nat handleplan 2021-22 simplificeret 5 &gt;Attachment 5 Bruttoliste med mulige initiativer 6</p> <p><b>Postponed to the joint meeting between the Management Team and the Research Committee on 6 October 2021. Please read it thoroughly. Consider what we would like to tell and ask the faculty.</b></p>	<p><b>Joint meeting 6 October 2021 between the Management Team and the Research Committee</b></p>
<p><b>8.</b></p>	<p><b>Process for teaching environmental assessment</b></p> <p>&gt;Attachment 6 Final action plan educational environment assessment 2021-2023. &gt; Attachment 6b Slides from the meeting.</p> <p>CRK shared a few slides about assessment of study environment with the following subjects:</p> <ul style="list-style-type: none"> <li>• Loneliness</li> <li>• Harassment, bullying, discrimination</li> <li>• Stress</li> <li>• Lack of feedback</li> </ul>	



	<p>Many students often feel lonely – which is extremely problematic. Will try to maintain study groups throughout the study and arrange both scientific and social activities. EØJ nodded to financial support.</p> <p>¾ of the students lack feedback from their teachers during their studies. CRK suggests a meeting to formalize teaching/exam/question time. EØJ said that we need a discussion among the PI's. All approved.</p>	<b>Responsible for follow up?</b>
<b>9.</b>	<p><b>Sandbjerg meeting 8-9 December 2021</b></p> <p>Discussion about the possible topics for the meeting.</p> <p><b>Postposed to next Management Team meeting on 25 October 2021.</b></p>	<b>Next meeting</b>
<b>10.</b>	<p><b>Staff day 11 October 2021</b></p> <p>The topic of the day will be:</p> <ul style="list-style-type: none"><li>• How to mix two different work cultures?</li><li>• Which new initiatives should we promote?</li><li>• What could bring the department together?</li></ul> <p>A planning committee with representatives from all staff groups has been established. EØJ urged the Management Team to come up with ideas and suggestions.</p>	
<b>11.</b>	<p><b>A.O.B.</b></p> <p>No comments.</p>	