



MBG Management Team – Minutes / MBG Ledelsesmøde - referat
Monday 22nd May 2023 at 10:00 am – 12:00 am/ mandag den 22. maj 2023 kl. 10:00-12:00
Meeting room 1872-547 / Mødelokale 1872-547
The meeting ended at 11:35 am / Mødet sluttede kl. 11:35.

Present / Til stede:

Anne Færch Nielsen (AFN); Charlotte Rohde Knudsen (CRK); Christian Kroun Damgaard (CKD); Erik Østergaard Jensen (EØJ); Ernst-Martin Füchtbauer (EMF); Esben Skipper Sørensen (ESS); Gregers Rom Andersen (GRA); Inge Danielsen (ID); Stig Uggerhøj Andersen (SUA) kommer i stedet for KRA; Poul Nissen (PN) – teams møde; Torben Heick Jensen (THJ); Dorte Abildskov (DA, referent).

Absent / Fraværende: Birgitta R. Knudsen (BRK); Kasper Røjkjær Andersen (KRA)

Agenda/ Dagsorden		Follow-up
1.	Approval of the agenda / Godkendelse af dagsorden Approved / Godkendt	
2.	Approval of the minutes / Godkendelse af referat Attachment 1. Minutes from last meeting 27th April 2023 / Bilag 1: Referat fra seneste møde 27. april 2023. Approved / Godkendt	
3.	Restart packages – discussion of presentations from the Faculty’s equality committee. Stig Uggerhøj Andersen will participate / Genstartspakker – drøftelse af oplæg fra Fakultetets ligestillingsudvalg. Stig Uggerhøj Andersen deltager Attachment 2a/2b: – NAT restart packages / bilag 2a/2b: – NAT genstartspakker SUA has been invited to this management meeting as a substitute for KRA, but also as a member of the Faculty’s Equality Committee to discuss the above topic. There has been a discussion about restart packages, which we would like to have implemented at the department, so that ma/paternity leave interviews can be held . This arrangement will be for postdocs and academic positions above postdoc. The Department of Physics and Astronomy has developed an interview guide, which could possibly be used throughout the faculty.	



	<p>Laboratory help and/or substitute researchers during pregnancy was discussed as an option. Moreover, a number of laboratories could be classified for safe work of pregnant women.</p> <p>It is important to clarify the finances and how the measures will affect the departments' finances. MBG would like to see the funding distributed in solidarity across departments, both wet and dry.</p> <p>MBG agrees that possible substitute researches must be reserved the tenure track and up. The rest of the measures must, if possible, not involve financial support in order to avoid too much administrative work and unpredictable financial consequences.</p> <p>Ma/Paternity leave interviews are seen as a central tool to facilitate a good process, and MBG supports the inclusion of a third person appointed by the department, who builds experience in the field and ensures quality and uniformity in the interviews.</p> <p>With regard to support during pregnancy, MBG will work to further secure the working environment. This includes identifying and classifying laboratories as safe work for pregnant women which will be the responsibility of the working environment committee. This step is considered to solve a large part of the problem surrounding laboratory access for pregnant women.</p> <p>It was agreed that 'restart packages' is a good initiative. Common guidelines are sought for MBG/Faculty.</p> <p>-----</p> <p>SUA er blevet inviteret med til dette ledelsesmøde som substitut for KRA, men også som medlem af Fakultetets ligestillingsudvalg mht at diskutere ovennævnte emne.</p> <p>Der har været en discussion om genstartspakker, som vi gerne skal have implementeret på instituttet, så man kan afholde orlovssamtaler med eventuel deltagelse af en bisidder. Ordningen skal gælde for postdocs og opefter. Institut for Fysik og Astronomi har udarbejdet en samtaleguide, som evt. kan bruges på hele fakultetet.</p>	
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	<p>Det er vigtigt at få afklaret økonomien, og hvordan tiltagene kommer til at påvirke institutternes økonomi. MBG ser gerne finansieringen fordelt solidarisk på tværs af institutter, både våde og tørre.</p> <p>Behov for laboratoriehjælp og/eller erstatningsforsker under graviditet blev drøftet. På MBG er man enig om, at erstatningsforskere skal være forbeholdt tenure track og op. Resten af tiltagene skal om muligt ikke involvere økonomisk støtte for at undgå for meget administrativt arbejde og uoverskuelige økonomiske konsekvenser.</p> <p>Orlovssamtaler ses som et centralt redskab til at facilitere et godt forløb, og MBG støtter op om at inkludere en tredje person udpeget af instituttet, som opbygger erfaring indenfor området og sikrer kvalitet og ensartethed i samtalerne.</p> <p>Med hensyn til støtte under graviditet vil MBG arbejde på yderligere at sikre arbejdsmiljøet. Herunder identificere og klassificere laboratorier som sikre at arbejde i for gravide. De aktiviteter kommer til at ligge under arbejdsmiljøudvalget. De tiltag vurderes at kunne løse en stor del af problematikken omkring laboratorieadgang for gravide.</p> <p>Man var enige om, at genstartspakker er et godt initiativ. Fælles retningslinjer søges for Fakultetets institutter.</p>	
4.	<p>Conversation guide in relation to maternity and parental leave – discussion based on the conversation guide fra IFA / Samtaleguide ifm. Barsels- og forældreorlov – drøftelse med afsæt i samtaleguide fra IFA</p> <p>Attachment 3 – conversation guide / bilag 3 – Samtaleguide</p> <p>It was decided that the discussion is taken in LSU. ----- Det blev besluttet, at samtaleguiden drøftes i LSU.</p>	
5.	<p>Merging with BiRC as per 1 July 2023 / Fusion med BiRC pr. 1. Juli 2023.</p> <p>The formalities will be in place within a short time. ----- Det formelle kommer på plads indenfor kort tid.</p>	



6.	<p>Opening of the 187X complex on 22 September 2023 / Indvielse af 187X-komplekset den 22. september 2023</p> <p>EØJ informed about the draft programme of the opening of the 187X-complex on Friday 22 September between 13:00-16:00 hrs.</p> <p>-----</p> <p>EØJ informerede om udkast til program for indvielsen af bygningskompleks 187X fredag den 22. september i mellem kl. 13.00-16.00.</p>	
7.	<p>Posting of professorships / opslag af professorater</p> <p>MBG has been allowed to post for professorships within protein structure. The research committee will make a job advertisement.</p> <p>-----</p> <p>MBG har fået lov til at slå et relativt bredt professorat op indenfor proteinstruktur. Forskningsudvalget udarbejder en stillingsannonce.</p>	
8.	<p>Cooperation with Department of Chemistry / Samarbejde med Institut for Kemi</p> <p>Daan van Aalten left behind a couple of researchers in chemistry in Dundee, Scotland.</p> <p>We are looking into the possibility of forming a small group at the Department of Chemistry and transfer the activities to this place.</p> <p>-----</p> <p>Daan van Aalten har efterladt et par forskere i kemi i Dundee, Scotland.</p> <p>Vi undersøger muligheden for at etablere en lille gruppe på Institut for Kemi, hvor disse aktiviteter kan foregå.</p>	
9.	<p>A.O.B./ Eventuelt</p> <ul style="list-style-type: none">• It was discussed how the meeting rooms in 187X are used and whether the rooms could be used for 'lunch rooms'.• It was decided that all meeting rooms that are free can be used for lunch between 12:00-12:45 hrs. After lunch the meeting rooms must be ventilated. However, meeting rooms cannot be booked for lunch. <p>-----</p>	



	<ul style="list-style-type: none">• Der blev diskuteret hvordan mødelokalerne i 187X bruges, og om man kunne benytte lokalerne til 'frokoststue'.• Det blev besluttet, at ledige mødelokaler kan anvendes til frokost i tidsrummet kl. 12.00 til 12.45. Efter frokost skal lokalerne udluftes. Mødelokaler kan ikke bookes til frokost.	
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