



**Meeting date:** Monday 30 September 2024 10:00-12:00 (meeting ended at 11:53)

**Meeting place:** 1872-447

**Meeting subject:** MBG Management Team

**Attendees:** Anne Færch Nielsen (AFN), Charlotte Rohde Knudsen (CRK), Christian Kroun Damgaard (CKD), Christian Storm Pedersen (CSP), Ditlev Egeskov Brodersen (DEB), Erik Østergaard Jensen (EØJ), Esben Lorentzen (EL), Esben Skipper Sørensen (ESS), Inge Danielsen (ID), Magnus Kjærgaard (MK), Simona Radutoiu (SR), Torben Heick Jensen (THJ), Yuya Hayashi (YH), Rikke Mie Rahbek (minutes)

**Absent:** Birgitta R. Knudsen (BRK)

Agenda		Follow-up
1.	<p><b>Approval og agenda</b> Agenda was approved</p>	
2.	<p><b>Approval of minutes of previous meeting (28082024)</b> The minutes were approved</p>	
3.	<p><b>Upcoming SDD dialogues and potential use of mitHR</b></p> <p>Each year, all employees are invited to take part in a Staff Development Dialogue (SDD) with their manager. These meetings, held in the autumn, aim to align mutual expectations and provide clarity on objectives, tasks, well-being, collaboration, and both professional and personal development. Tools for conducting these dialogues are available in mitHR, which was tested by DEB in last year's discussions. While DEB reported a generally positive experience with mitHR for the SDD process, he suggested that an update with questions specifically tailored to PhD students would be beneficial, as they seem to fall between categories.</p> <p>DEB added that mitHR has its advantages and disadvantages but emphasised that the key point is not which system is used, but that the dialogues take place.</p> <p>EØJ concluded that the management team recommends using the tool in mitHR, however, managers are free to choose their preferred method. However, it is important that the dialog is documented and available to both parties. This year's SDD at the department should specifically address the topics of working environment and work-life balance. It is important to make written agreements for follow-up.</p> <p>EØJ requested that ID sends out guidelines on the themes to be discussed during the dialogues.</p>	ID
4.	<p><b>Budget ØR3</b></p>	



	<p>EØJ reported that the final budget is still pending, however, based on the available figures, it appears promising. Also, the budgets for the coming years are in a fine balance at the moment. External funding is increasing and earnings from renting out facilities to the Life Science Hub are also positively impacting the economy. Among other factors, the limited number of students who go abroad to study at other universities has a negative impact on the budget. Therefore, it is important that teachers at the department encourage the students to take this step.</p>	
<p>5.</p>	<p><b>Implementation of information security management systems and launch of 4-year cybersecurity programme</b></p> <p>Between now and 2027, AU will ramp up its cybersecurity efforts with a four-year programme and a range of initiatives across all faculties and administrative units. The Danish Centre for Cyber Security has assessed the cyberthreat against Denmark as very high, and universities are recognised as prime targets for cyber criminals – research and data are valuable and can be used for harmful purposes if they fall into the wrong hands.</p> <p>EØJ informed that on faculty level, one of the first initiatives was to establish a safety committee at the Faculty, for which Jesper Lykkegaard Karlsen has been appointed as the representative for MBG.</p> <p>Furthermore, as of September, AU IT has installed the security program Heimdal on all computers. Heimdal helps protect your computer and AU as a whole by locking down administrator rights when they are not needed. This reduces the risk of viruses, malware, or hackers gaining access to administrator privileges and limits the damage in the event of a security breach.</p> <p>Cybercriminals gaining access to administrator privileges is one of the most common forms of cyberattack. Heimdal was chosen because it provides AU's employees with the freedom to carry out their work tasks. For example, you can still install applications on your work computer, as you can activate administrator rights when needed.</p> <p>Read more about Heimdal:  <a href="https://medarbejdere.au.dk/en/administration/it/guides/security/activate-admin-rights-heimdal">https://medarbejdere.au.dk/en/administration/it/guides/security/activate-admin-rights-heimdal</a></p>	
<p>6.</p>	<p><b>Implementation of URIS-guidelines (risks in relation to international research cooperation including IPR)</b></p> <p>Background checks on researchers and PhD students from high-threat countries will become part of the recruitment procedure at AU this autumn.</p>	



	<p>Background checks are among the first of several measures to prevent the misuse of research and pressure on researchers to commit espionage. EØJ informed that the responsibility for checking for red flags currently lies with the department. However, this will soon change, as an AU office has been established to assist with screening. HR will initiate the process as soon as they receive notification about hiring a candidate from a country at risk.</p> <p>Regarding when to screen, AFN noted that screening will not be necessary for individuals visiting for a few days to give a talk or lecture. It will be required as soon as possible as a candidate is granted access to keys, buildings, and systems.</p> <p>ID added that PET has established a Biotechnology Safety Forum with members from Danish universities, including ID, and research foundations that meets twice a year for discussions and knowledge sharing.</p> <p>There was a query regarding whether it would also be necessary to screen students. In response, ID mentioned that DTU is aiming at developing a solution from which we may be able to gather insights.</p> <p>EØJ concluded by emphasizing that, while background checks are required for new staff and PhD students from certain countries, once accepted by the department, nationality is no longer a factor.</p>	
<p>7.</p>	<p><b>Update – Life Science Hub</b></p> <p>EØJ presented the technical details of the Life Science Hub and elaborated as follows: AU Life Science Hub 1.0 offers 600 m<sup>2</sup> of office and laboratory space at MBG (building 1872). The hub is an independent unit integrated within MBG, providing access to relevant facilities and infrastructure. It has the capacity for 40 full-time employees and will be ready for occupancy in the fourth quarter of 2024. The hub features five laboratories (three generic cell labs with LAF benches and two basic labs with standard benches), along with a room for lab equipment and approximately 450 m<sup>2</sup> of renovated office space, including a meeting room.</p> <p>Regarding Wi-Fi, users of the Life Science Hub will be using the AU Guest Network. This may not be a long-term solution, as the network does not provide access to the calendars needed for booking equipment.</p> <p>The official opening of the Life Science Hub is 18 December 2024.</p>	<p>ID</p>
<p>8.</p>	<p><b>Sector Resizing at NAT</b></p> <p>EØJ presented slides detailing the Sector Resizing at NAT, which is affecting all 13 educations at NAT. The resizing will result in a reduction of 124 bachelor places by 2025. This translates to a decrease of 51 student places.</p>	



	<p>The principles as strategic priorities for the reduction in student places are as follows:</p> <ul style="list-style-type: none"> <li>• Equal distribution between wet and dry subjects for bachelor's admissions</li> <li>• Upper secondary school subjects must continue to be offered at the faculty</li> <li>• All departments must have at least one programme</li> <li>• Minimum number of students</li> <li>• Student recruitment and graduate employment</li> <li>• Focus on dropout in the first year – and on the entire bachelor's programme</li> </ul> <p>The consequence for MBG is a limitation of bachelor uptake of 90 students on the combined molecular biology and molecular medicine bachelor educations in 2025, which primarily is due to a former unemployment dimensioning of our education.</p> <p>The background for the sector resizing is based on a political agreement reached in 2023, which includes the following points:</p> <ul style="list-style-type: none"> <li>• Intake on academic bachelor's programmes at Danish universities to be reduced by 13 % compared to the average intake in 2018-2022 with effect from 2025</li> <li>• Aarhus university's share of sector resizing has been set at 9,5 %</li> <li>• This corresponds to a net reduction of 545 student places compared to the average intake in the period 2018-2022</li> <li>• This includes an obligation to create around 200 new student places because of the relocation agreement</li> </ul> <p>The sector resizing is part of the master's degree reform:</p> <ul style="list-style-type: none"> <li>• A final report from the Committee for Master's Degree Programmes will be ready in October. After this, the Faculty Management Team will clarify the framework for the reorganisation of the master's programmes</li> </ul>	
9.	<b>AOB</b>	