

BMB Management Group meeting 04042024 – 2-4 pm, in Sapphire

Present: Birgitte Haahr Kallipolitis, Brage Storstein Andresen, Jakob Møller-Jensen, Jonathan Brewer, Susanne Mandrup (left 3.20 pm), Thomas J.D. Jørgensen, Karin Hjernø

Guest – subject 1: Marianne Holmer og Marianne Rasmussen

Notes: Karin and Jakob

Subject	Explanation	Notes
1: Visit from the Dean	<p>Once every semester the Dean visits the management group at the NAT departments.</p> <p>The agenda for the meeting was:</p> <ul style="list-style-type: none"> - NAT development plans (physical location) - Recruitment strategy at NAT – including weighting of young researchers at assistant professor level with own grants/salary vs. strategic attraction of established researchers “from the top shelf” - The new financial model at SDU. 	<p>The Dean informed us about plans to expand the NAT area to promote recruitment of new research groups. These plans are still in the early phase.</p> <p>As part of the plan, RUMM will relocate from Building 41, as this building belongs to SUND. The previous plan to renovate the Anatomy area turned out to be too expensive, and we are now looking into alternative solutions.</p> <p>SDU and NAT are aware that we need space. This applies to all four departments at NAT, not only BMB. A new Building next to DIAS will be considered as an option, but this requires approval from the SDU executive board. The Dean gave a short presentation of the old drawings of a potential Flexlab building. The management group commented on the importance of an efficient connection to building 37, if BMB researchers will inhabit the new building, while considering the traffic between the different units.</p> <p>Renovation of the study zone is the only project currently in process at BMB.</p> <p>At BMB, we have a cautious forecast where we hope and expect to be able to maintain the current level of external finances. At the same time, the number of projects and employees is growing at BMB.</p> <p>We are focused on bringing in talented researchers and giving them</p>

		<p>optimal conditions to thrive and develop their career with us. The employment structure we have today is a challenge and hinders our ability to retain some of our excellent talents – both VIP and TAP. We need better and more flexible solutions for bridging between various positions in the research career of our young talent.</p> <p>Funding instruments and SDU incentives for recruitment of top researchers – ERC grant holders in particular - to the department were discussed.</p> <p>The new financial model at SDU and the project supplement model was shortly discussed.</p>
<p>2: Section leader self-assessment</p>	<p>The Heads of the research section have been asked to make a self-assessment based on the section leader's function description and their own reflections as well as any feedback they may have received from other section members.</p> <p>The results are shared with the management group at the meeting and general trends are summarized and presented for the Department council at the coming meeting.</p>	<p>Our Section Heads gave a summary of their self-assessment.</p> <p>The role of each Head of section varies among sections. They all see themselves playing an important role in preventing and managing potential conflicts and in the communication strategies.</p> <p>Feedback from Head of sections to Head of department:</p> <ul style="list-style-type: none"> - As the sections are very different and we therefore are in lack of a “calibration curve”, please be very clear, if you have specific ambitions on behalf of a section. - When a process (e.g. recruitment) has consequences for a section, you need to be involved earlier in the process. Overall, we need to keep focus on the communication between the individual Head of sections and Head of department. <p>The self-assessment will be followed up by a joint discussion with the BMB department council in May.</p>
<p>3: AOB</p>		