

BMB Management Group meeting 170119, 13-16 in New Sapphire.

Present: SM, NJF, BSA, TJDJ, BHK, JB, JMJ

Guests: Anders Trillingsgaard (UKON), Carsten Salling (SDU), Marianne Rasmussen (BMB/SDU)

Notes: JMJ

Subject	Explanation	Notes
1: Welcome, JMJ & Anders Trillingsgaard	Meeting Outline	
2: Major tasks and challenges for BMB and BMB management group in 2019	Process facilitated by Anders Trillingsgaard and Carsten Salling	<p>The following themes were identified:</p> <p>Economy</p> <ul style="list-style-type: none"> - we must ensure that the many external grants obtained by BMB researchers will not place the department economy off balance. - we must stimulate talent whilst at the same time ensuring that the department growth is sustainable. <p>‘Trivsel’</p> <ul style="list-style-type: none"> - How can we stimulate the team spirit at BMB? More scientific interaction, collaboration and collegiality is needed. - How can we improve ph.d. trivsel? <p>Management</p> <ul style="list-style-type: none"> - We must demonstrate that section management can deliver attentive and ‘closer’ decision making. Employees should feel a difference. - Section management should increase transparency and information flow. <p>Teaching</p> <ul style="list-style-type: none"> - We must work hard to reduce student dropout rates and study delay. - Development of modern teaching methods; online modules etc. <p>Research</p>

		<p>- How do we develop even better research performance at BMB? Focus on e.g. recruitment strategies.</p>
3: Management Group status	Observations presented by Anders and Carsten	<p>Anders and Carsten provided good advice for how to improve the quality and efficiency of management meetings. Keyword: Agenda – few but important topics included. Section heads can prepare and present topics.</p> <p>Cases can be prepared and discussed in the sections between meetings so that focus will be on decision making rather than clarification.</p> <p>Make sure to round off discussions efficiently. Who does What When? Consider communication strategies for every individual case.</p>
3: BMB Budget 2019 Guest: Marianne Rasmussen	JMJ and MRA present the BMB primo budget 2019.	<p>The budget at BMB presents a predicted deficit of 9,3 mio kroner. Although the result of 2019 is expected to improve, initiatives must be taken in order to ensure a healthy economy in 2019-20.</p> <p>OMST (the Dean's strategic funds) has been used up. No support from the faculty can be expected in 2019 and 2020. From 2024 onwards OMST is expected to be ca. 7 mio kr per year.</p> <p>The budget presentation was followed by a discussion leading to two decisions:</p> <ol style="list-style-type: none"> 1) Ph.d. co-financing will be differentiated. We cannot provide 1/3 for all calls. Instead fully financed ph.d. scholarships must be applied for whenever possible. MJM will prepare a list of funding instruments with corresponding co-financing agreements, which will be made available to all BMB PIs. 2) Research TAP support for must be financed to a greater extent through external funding. This means that salaries for research TAPs and ATAPs should be included in the budgets for external funding whenever possible. The extent depends on the individual call (total amount applied and overhead rate). <p>JMJ will inform BMB group leaders at an upcoming PI meeting.</p>
4: Next Agenda	Together we will prioritize subjects for February's meeting agenda.	<p>At the next meeting 18/2 we will discuss: Section annum: how much and for what purpose? Detailed plan for recruitment of scientific staff based on draft made by Susanne. NAT/BMB branding</p>