

Dagsordenen FKF institutrådsmøde 19-11-2020

Punkt:	Emne:
1. (9:00 – 09:05)	Godkendelse af dagsorden
2. (09:05 – 09:25)	Opfølgning på emner fra sidste institutrådsmøde og diverse ledelsesinformationer <ul style="list-style-type: none">- Opdatering vedrørende personale- Nye bevillinger- Corona update- Informationer fra møde med NNF den 02-11.2020- Update vedrørende FKF's Verdensmålsstrategi "Fra Grundforskning til Verdensmål"
3. (09:25 – 9:35)	Opstart af arbejde med FKF strategi 2025
4. (9:35 – 9:50)	Budget Bilag: Budget
	PAUSE
5. (10:00 – 10:55)	Høring af strategi for samspil mellem mennesker og organisation Oplæg: Strategien for samspil mellem mennesker og organisation er en del af fakultetets overordnede strategi (2021-25), som er under udarbejdelse og forventes færdig i januar 2021. Den overordnede strategi indeholder afsnit om forskning og uddannelse, som er i gang med at blive udarbejdet i regi af henholdsvis forskningsudvalget og uddannelsesudvalget. Nærværende oplæg for samspil mellem mennesker og organisation sendes nu i høring i institutråd, fakultetssekretariat og samarbejdsudvalg. De indkomne kommentarer vil blive indarbejdet af fakultetets ledelsesgruppe og oplægget vil herefter indgå i den overordnede strategi. Denne sendes i høring på hele fakultetet til december. Deadline 23.nov. 2020. <ul style="list-style-type: none">- Intro- Gruppearbejde- Diskussion af kommentarer i plenum

Novo Nordisk Foundation - Nat-Tech panel visit at SDU

Wednesday the 4th of november, 9:45-16:00

DIAS auditorium (V24-501a-0)

9:45 Welcome and introduction (Lene Oddershede & Marianne Holmer)

NNF will present the following calls that are within Nat-Tech or across disciplines and have an application deadline within the next six months, this will be followed by a Q&A session:

- The **NERD programme**
- The **Research Infrastructure Programme**
- The Interdisciplinary Synergy Programmes (**Full, Exploratory**)
- The Data Science Initiative Programmes (**overview**)
- overview of other relevant calls.
- Q&A

Follow the online event on **Zoom**.

11:25 Chemistry session

- Introduction to Chemistry/Pharmacy Section (*Jacob Kongsted*)
- Electroactive Compounds for Functional Materials (*Steffen Bähring*)
- Tailoring enzymes for new-to-nature catalysis (*Changzhu Wu*)
- Discussion "Green Chemistry"
- Lab tour "Green Chemistry"

12:30 Lunch

13.10 Physics session

- Introduction to Physics section (*Mads Toudal Frandsen*)
- Novel frontiers in Quantum Physics (*Astrid Eichhorn*)
- Novel frontiers in Black Holes and Gravity (*Roman Gold*)
- Novel frontiers in physics of living matter (*Francesca Serra*)
- Discussion – "Novel frontiers and novel connections in Physics"

14.05 Interdisciplinary Data Science & Computing session

- Physics Guided Machine Learning - Deciphering hidden laws of nature from galaxies to gene (*Mads Toudal Frandsen & Richard Röttger*)
- The Intelligent Cloud: Pushing the Boundaries of AI and Cloud Computing (*Fabrizio Montesi*)
- Interdisciplinary Data Science & Computing session

14.45 Biology session

- Burst into song - Decoding the motor control of voice (*Coen P.H. Elemans*)
- Discussion - Biology

15.15 DIAS session

Discussion with Marianne Holmer and the D-IAS board.

16:00 Departure

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From Basic Research to Sustainable Solutions

Department of Physics, Chemistry and Pharmacy

Flere spor:

- Italesættelse af den forskning der allerede er i gang
 - Posters i proces
 - Hjemmeside
- Drift
 - Bæredygtige labs som punkt på næste laborantmøde ultimo november
 - Fortsat fokus på print
 - Fortsat fokus på korrekt sortering af affald
- Bæredygtighedsudvalg NAT
 - Mette Søndergaard, Steffen Bähring (barselsvikar for Dorthe B. Ravnsbæk), Mads Meier Hansen

The Faculty of Science

Sustainability Live Session

The Sustainability Committee at the Faculty of Science invites all staff and students to the first of three Sustainability Live Sessions on **December 17, 3.00-4.30 pm.**

5 researchers from the Faculty will give a live presentation of their research in the framework of the UN's Sustainability Development Goals.

SDU's pro-rector Sebastian Mernild will open the first live session with a presentation of the SDU SDG strategy.

Agenda:

- **Welcome,**
Host Mads Toudal Frandsen, FKF
- **The SDU SDG strategy,**
Sebastian Mernild, pro-rector SDU
- **Live Sessions**
 - » Sara Egemose, Biology
 - » Changzhu Wu, FKF
 - » Rasmus Siersbæk, BMB
 - » Ulla Gro Nielsen, FKF
 - » Fernando Colchero, IMADA

[Join the Sustainability Live Session on YouTube](#)

SDU 



Udarbejdelse af FKF strategi 2025

På fakultets plan er der det senste halve år arbejdet på udarbejdelse af strategier indenfor:

Uddannelse:	Kører i prodekanens uddannelsesudvalg
Forskning:	Kører i dekanens forskningsudvalg
Mennesker og organisation:	Køres af NAT-FAK

Konceptuelt vil vi tage udgangspunkt i BMBs ny-udarbejdede strategi med 4 overordnede områder:

- Forskning og rekruttering
- Undervisning og uddannelse
- Arbejds og studiemiljø
- Synlighed og impact

Proces for udarbejdelse af FKFstrategi

OMRÅDE	TOVHOLDER	AKTØRER
Forskning	Viceinstitutedere	Alle i en regulær bottom up
Uddannelse	Uddannelsesledere	Undervisningsudvalg/undervisere
Support og service	Sekretariatsleder	Alle i fællesfunktionen
Outreach		
KeFa	Philipp og Lilian	KeFa VIP og TAP
Fysik	Adam og Lilian	FY VIP og TAP
Arbejds miljø	FKF AMU	Alle FKF's medarbejdere

Proces for udarbejdelse af FKFstrategi

Estimeret tidsplan:

- | | |
|------------|--|
| 19-11-2020 | Oplæg fra FKF's ledelse diskuteres i Institutråd. |
| 27-11-2020 | Oplæg præsenteres for FKF på Forum. |
| 01-12-2020 | Tovholdere igangsætter arbejdet indenfor deres resort område.
Arbejds miljø igangsættes dog først i 2021 af det nye AMU udvalg. |
| 01-02-2021 | 1. opsamling (FKF Ledelse, Institutmøde). |
| 02-2021 | Med udgangspunkt i tilbagemeldinger udarbejdes version 2, hvor der bla. arbejdes med fælles format/udtryk på tværs af enheder. |
| 01-03-2021 | 2. opsamling (FKF ledelses, Institutmøde). |
| 01-04-2021 | Færdig version af FKF strategi foreligger |

BMB strategy 2020-25

SDU 





About this strategy:

This strategy paper aims to present some of the ambitions and actions indicating the directions of the development of BMB towards 2025.

The paper is divided into four topics and for each topic you will find a page describing how we see our role, value and ambitions related to the topic. You will also find a page listing some of the topic-related actions we will take towards 2025 to further strengthen our department.

About us

At the Department of Biochemistry and Molecular Biology (BMB) we aim to produce scientific knowledge at the highest international level. We are driven by curiosity and the aim to make important conceptual discoveries contributing to the molecular understanding of eukaryotic and prokaryotic life and human diseases.

We work on the global goals and use our deep understanding of cellular functions to bridge between fundamental research and novel applications that can be transformed into valuable solutions to major societal challenges, thereby creating a sustainable world of tomorrow.

We take pride in educating highly qualified scientists for the future. Our students obtain excellent and research-based training in both experimental and computational bioscience skillsets that are aligned with receiving industries and academic institutions.

Our ambition is to be an attractive place to work and study. We support employees at all levels in pursuing their ambitions, and we nurture a transparent and inclusive trust-based culture where everyone feels comfortable raising ideas, questions or concerns.



The Research Sections

FGM

"We provide insight into gene regulatory mechanisms controlling cellular plasticity and metabolism with a particular focus on mechanisms of metabolic diseases and the role of cellular constituents of adipose tissue, liver, mammary tumors and the embryo. In the coming years we aim to consolidate our position internationally among the leaders in our field and to attract new centers as well as major international funding." *Functional Genomics and Metabolism*

RUMM

"The overarching research theme is molecular mechanisms in prokaryotes. One common focus is virulence mechanisms and antibiotic resistance in important bacterial pathogens that cause disease in humans. By providing a basic molecular understanding of bacterial (patho)physiology, we provide a fundamental framework for future prevention and treatment of challenging infections. We work in close collaboration with clinical microbiologists at regional hospitals." *Molecular Microbiology*

BioMS

"We investigate biological and biomedical questions concerning the basic function of macromolecules and their role in health and disease. We use advanced mass spectrometry-based approaches and computational methods to study a wide variety of living organisms and cell-model systems. We measure and characterize lipids, metabolites, proteins and nucleic acids with the aim to obtain novel insight into the intricate biochemical processes in living organisms." *Biomedical Mass Spectrometry and Systems Biology*

Bio-imaging

"We excel in the areas of quantitative bioimaging, super resolution and chemically specific imaging. Our research is interdisciplinary and is focused at the interface between molecular biology and biophysics. We aim to strengthen our position as a leading capacity for quantitative bioimaging by focusing on synergies with the coming OUH, attracting new talent, and by further developing state of the art bioimaging techniques." *Bioimaging*

T-Bio

"We focus on basic research in RNA-biology, cell biology and metabolism for improved diagnostics and new treatments employing state-of-the-art technologies. We have translational cancer research as our joint strategic focus. We aim to strengthen existing and establish new collaborations with research groups at OUH to enhance our connection to the clinic. Our section is strong in computational biomedicine and it is our goal to further strengthen this." *Translational Biology*

Research at BMB is performed within five research sections. Detailed research strategies are to be found in the individual section research strategies. Here you find a short statement from each of the five research sections.

Research and recruitment



At BMB we conduct fundamental research at the highest international level and produce valuable knowledge relevant to society. We address major societal challenges including cancer, obesity and diabetes, age-related degeneration of the nervous system and life-threatening bacterial infections. Our research sections provide an effective framework for scientific interaction and creativity, for scientific career development, and for recruitment of competitive scientists from Denmark and abroad.

As colleagues at BMB we share many research interests. We take advantage of our ability to complement one another in conducting scientific studies of high quality and ambition. Our cutting-edge technology platforms for mass spectrometry, sequencing and imaging and our green-lab certificated laboratories are used by all researchers, often through direct collaborations.

BMB research groups actively contribute to the data-driven future of healthcare and precision medicine as we generate large datasets describing cellular function in health and disease, supporting SDG 3. Building infrastructure for data storage and maintaining strong bioinformatics expertise is therefore a high priority for all research sections at BMB.

The future SDU/OUH joint campus offers unique opportunities for BMB researchers to bridge the gap between fundamental research and clinical treatment. We continue to develop our interaction with research groups at OUH and the health faculty in order to strengthen our connection to the clinic.

Towards 2025 we will...

- Ensure that our instrumentation, bioinformatics expertise, and research infrastructure, including supporting staff, remains competitive.
 - We will strengthen Computational Biomedicine through future recruitment of scientific staff.
 - We will attract large research infrastructure grants.
 - We will apply for external funding to maintain and further develop our support staff.

- Ensure the highest research quality at BMB by working proactively with public private foundations.
 - We will increase the number of external projects by offering peer-to-peer feedback during idea generation and the writing of high-quality proposals.
 - We will strategically recruit externally funded top scientists at all levels.
 - We will work closely with the External Relations team at the Faculty of Science to increase the number of ERC grants and EU partner projects .
 - We will explore the potential of our research in relation to the UN Sustainable Development Goals.

- Stimulate internal collaborative projects and synergies within the department and with our close collaborators and future neighbours at SDU Health and OUH by facilitate scientific interaction.
 - We will arrange regular seminars within sections and at the department level.
 - We will highlight existing collaborations.



**Research and
recruitment**

Teaching and Education

At BMB we proudly educate and inspire the next generation of scientists. BMB study programmes rest on a solid foundation of cutting edge research, and we teach in teams across sections to ensure academic breadth. A degree from BMB can lead to many different professions, and we make sure that our students are well informed in their choice of study and intended career path. The international and multidisciplinary research environment at BMB therefore provides an excellent starting point for a career in biotechnology, biomedicine or bioinformatics.



We maintain a high degree of alignment between our research activities and our study programmes; we teach the science we practice. While students at BMB build a solid knowledge of biochemistry, molecular biology, biomedicine, and bioinformatics they also obtain relevant competences in problem-based learning, project management and sustainability.

We are frontrunners in developing and implementing new on-line teaching tools to complement our strong focus on wet-lab experimental courses, and thereby increase the quality, flexibility and efficiency of our educations. We engage in international collaboration with other Scandinavian universities to promote and share on-line teaching modules.

Our study programme in Computational Biomedicine is gaining momentum, and these candidates are in ultra-high demand. We will place a particular emphasis on consolidating this education in the coming years through strengthening our bioinformatics courses and recruiting new staff with relevant expertise.



Towards 2025 we will...

- Further strengthen our focus on and capacity in computational (bio)science in our educations.
 - We will offer more student projects with computational content.
 - We will prioritize staff resources for bioinformatics courses and conversion classes.
 - We will ensure SDU representation in a future national Ph.D. programme.
- Increase student employability and reduce bachelor student dropout to less than 33%.
 - We will invest in excellent 1st year teaching and outreach.
 - We will emphasise the diversity of career possibilities and promote student reflection.
 - We will invite alumni as external speakers in our courses.
 - We will strengthen our connections to local industry and thereby increase the number of company internships and industrial Ph.D. scholarships.
 - We will develop tools and talent programs such as iGEM.
 - We will strengthen BMB student employability through green-lab initiatives and focus on sustainability.
- Raise awareness and appreciation for excellent teaching at BMB
 - We will establish a BMB teaching prize in collaboration with our student organization CFO.
 - We will employ academic staff with special responsibility for developing education.



Teaching and Education



Working and Study environment

At BMB we consider every employee, visitor and student to be a valuable member of our community. We strive to obtain a workplace environment where both interpersonal interactions and the physical surroundings provide a high level of job satisfaction and a good match between tasks and employee skill sets. These are essential preconditions for us to deliver research and teaching of the highest quality. We value open dialogue, fairness and transparency in decision making at all levels.

At BMB we treat each other with honesty, trust and respect as a foundation for personal, scientific and general competence development. We focus on maintaining an open and welcoming atmosphere allowing everyone to thrive. Our ambitious yet collegial environment inspires creative and constructive thinking with the potential for scientific breakthroughs and effective learning.

We share and celebrate our passion for science at seminars and social functions. These events serve as the glue that ties the department together across sections and job functions.

We care about the physical and mental wellbeing of everyone at BMB. Our laboratories and offices are safe and sustainable, and we support good health by offering exercise at the workplace. We are ambitious, but also mindful of the importance of work-life balance and seeking inspiration outside the laboratory.

Towards 2025 we will...

- **Maintain a healthy and safe working environment.**
 - We will enforce a zero-tolerance policy towards bullying and unwanted behaviour, and by encouraging an open department dialogue about these topics.
 - We will appoint a task force with broad representation in order to formulate a local stress policy for BMB employees and students.
 - We will encourage physical exercise at BMB every week in the company of colleagues.
 - We will facilitate staff interaction within and between sections.
 - We will create the best possible PhD-educations together with NAT.
- **Clarify career perspectives for all employees.**
 - We will systematically use of the 'tasking, trusting, and tending' principles during MUS.
 - We will introduce matrix tool for matching expectations (for PhD students and other scientific personnel).
 - We will work closely with the SDU liaison committee on strengthening VIP and TAP career development.
- **Focus on careful onboarding of new colleagues of all types.**
 - We will develop on-line onboarding material and will appoint staff to be responsible for onboarding in our sections.
- **Strengthen student "in-reach" to significantly reduce dropout.**
 - We will invite BMB students to join department functions such as BMB seminars, 'Total dag' and Christmas lunch.
 - We will facilitate and support student-to-student activities.



**Working and Study
environment**

Visibility and Impact

At BMB, we value effective communication, both internally and with external partners. We are recognised for our scientific results, our high quality educations, and for being a great place to work and study. We communicate to very different audiences using different platforms, but always with honesty and integrity. Our interaction with the outside world is effective and professional.



BMB scientists are active and visible in the international scientific community and continue to publish in leading scientific journals and present their research at major international conferences. We invite leading international colleagues to present at the department in order to build networks and strengthen our scientific dialogue.

BMB study programmes are visible and attractive for students from Denmark and abroad. It is clear what makes BMB educations unique, and how they contribute to a sustainable future.

We actively engage in partnerships with relevant industries in order to promote the translational potential of our research and increase the employability of our students.



DEPARTMENT OF PHYSICS,
CHEMISTRY AND PHARMACY

Towards 2025 we will...

- **Maximize BMB impact.**
 - We will continuously evaluate the impact of our scientific and educational output.
 - We will align our internal recognition and merit system to reflect impact and value for the department.
 - We will support student-driven communication initiatives aimed at our current student community (in-reach) as well as the new generation of potential students (out-reach).
- **Increase the visibility of BMB research and education by deliberate use of web communication and relevant social media platforms.**
 - We will increase awareness amongst BMB employees about the potential and the pitfalls of SoMe.
 - We will develop, maintain and communicate a dynamic and up-to-date website-suite, which is both attractive and informative to the outside world.
- **Stimulate BMB research innovation and entrepreneurship.**
 - We will form a Life-science network with local biotech companies in our region.
 - We will increase the number of student internships.
 - We will invite external partners as guest speakers on our courses.
 - We will establish a research incubator environment in the department and host early-stage company start-ups.



**Visibility and
Impact**

FKF
Månedssregnskab til og med periode 10-20

		Regnskab 2019	Primo budget 2020	Revideret budget 2020	År til dato (ÅTD) 2020	ÅTD i 83% af revid. 2020	Budget- overslag 2021	Budget- overslag 2022	Budget- overslag 2023
Alle tal i 1.000 kr. og 2020-niveau.									
Ordinær virksomhed									
Indtægter:									
Ramme fra fakultet	Uddannelse	15.960	18.111	18.111	15.093	83%	17.627	18.966	19.801
Ramme fra fakultet	Forskning	14.342	13.622	13.622	11.352	83%	13.238	13.767	13.992
Interne overførsler	Fast tilskud, FYTÅRN, SJ, BFI, Ekstern virk., interne overf.	10.057	9.765	9.858	8.215	83%	8.918	5.216	3.616
Indtægter fra eksterne midler (lukning af projekter)	Når projekter lukkes føres saldo til ordinær virksomhed	455	750	750	83	11%	750	750	750
Eksterne Ph.d-taksametre	Samarbejdsaftaler tuitionfee, Erhvervs Ph.d. taksametre	1.225	1.800	1.500	1.220	81%	1.800	2.100	2.400
Diverse indtægter	Konferencer mm.	175	300	300	50	17%	300	300	300
Projektafgift (universitetsafgift)	Den afgift som skal betales rektor	-4.268	-4.850	-3.570	-2.442	68%	-4.600	-4.650	-4.800
Overhead	Det overhead der kan trækkes ud af eksterne projekter	6.924	8.500	4.600	3.388	74%	7.000	7.500	8.000
Indtægter i alt		44.870	47.998	45.171	36.958	82%	45.033	43.949	44.059
Udgifter:									
Løn									
Fastløn UK10	Baseret på lønopfølgning	43.228	45.364	43.298	37.399	86%	39.570	39.590	38.387
Frikøb/omkontering	Faste medarbejder der får koneret løn på projekter. Afskrives hen over året.	0	-1.000	-400	-409	102%	-915	-1.305	-1.305
Fastløn i alt		43.228	44.364	42.898	36.990	86%	38.655	38.285	37.082
Øvrig løn:		2.389	2.035	1.735	2.043	118%	1.535	1.535	1.535
Løn i alt		45.617	46.399	44.633	39.033	87%	40.190	39.820	38.617
Øvrig drift									
Øvrig drift <100.000 kr. pr. enhed		5.623	4.796	4.053	2.917	72%	4.506	4.325	4.325
Afskrivninger		534	551	645	555	86%	691	637	589
Udgifter i alt		51.774	51.746	49.331	42.505	86%	45.387	44.782	43.531
Driftsresultat		-6.904	-3.748	-4.160	-5.547		-354	-833	528
Egenkapital primo		-1.576	-8.480	-8.480			-13.112	-13.466	-14.299
Egenkapital ultimo		-8.480	-12.640	-14.027			-13.466	-14.299	-13.771

Ekstern Økonomi

Ekstern virksomhed, udgifter (UK 90-97)									
UK 90									

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Strategi for samspil mellem mennesker og organisation 2021-2025

Mission

Vi er et fakultet med et attraktivt og motiverende arbejdsfællesskab, hvor vi sammen tager ansvar for trivsel og tilgængelige ressourcer gennem et bæredygtigt og helhedsorienteret syn på samarbejde og opgaveløsning.

Vision

Når vi forsker og underviser på Naturvidenskab, bidrager vi til udvikling af samfundet og til løsning af globale udfordringer gennem vores stærke faglige kompetencer og tværfaglige samarbejde.

Naturvidenskabs strategiske indsatser inden for organisationen opdeles i tre spor: 1. Organisering af administrationen, 2. digitalisering af administrative arbejdsgange og 3. den gode arbejdsplads.

Spor 1: Organisering af administrationen

Etablering af teams, som arbejder strategisk med fælles opgaver

Spor 2: Digitalisering af administrative arbejdsgange

Aktiv medspiller i digitalisering på SDU og på forkant med egen digitalisering

Spor 3: Den gode arbejdsplads

Nærværende ledelse sikrer sammenhæng i alle arbejdsprocesser