

Minutes - IST Executive meeting

Date and time 22. april 2026 kl. 12.00 - 14.00

Department of Public Health

Location M-2.22

Invited Pernille Tanggaard Andersen (PTA), Head of Department
Jens Søndergaard (JS), General Practice
Tore B. Stage (TBS), Clinical Pharmacology, Pharmacy and Environmental Medicine
Dorte Gyrd-Hansen (DGH), DaCHE, Health Economics, DaCHE
Charlotte Overgaard (CO), Health Promotion
Lisa Loloma Froholdt (LLF), Maritime Health and Technology
Birgitte Nørgaard (BN), User Perspectives and Community-based Interventions

Apologies from Kaare Christensen (KC), Epidemiology, Biostatistics and Biodemography

Circulated by Christina Brøkker-Knudsen (CBK)

Agenda:

1. **12.00 – 12.05: Welcome, presentation of the agenda and approval of the minutes**
2. **12.05 – 12.35: Reorganization of the PhD pool with a visit from Uffe Holmskov**
3. **12.35 – 13.15: Update from Head of Department**
 - a. The Rector's meeting with Heads of Department
 - b. Strategy workshop on 12 May
4. **13.15 – 13.45: Mutual orientation, "round the table"**
5. **13.45 – 13.55 Mapping of office space at SUND by Vibeke Høy Worm, Area Manager, SUND HR**
6. **Any other business**
 - a. From the turn of the year, PCs will become a no-cost item
 - b. IST is transitioning to the new office for purchasing at SUND
 - c. Save the Date – Open Research Day on 10 November 2026

Item 1

Approved

Item 2

UH opens by presenting six key focus areas in SUND's research strategy, one of which is the reorganization of the PhD pool. This is followed by an overview of SUND Research Support, including a description of its organizational structure and staff. There are three employees in the Back Office, each covering a specific area of specialized expertise. In the Front Office (Pre-award), there are six employees, with Kirsten Specht serving as partner for IST. Next, changes in doctoral education in Denmark are presented, including shifting requirements for PhD programs and researcher retention. Among other things, there is a move toward fewer medical doctors pursuing a PhD, as it is no longer a requirement for becoming a specialist. In addition, only around 15% of all PhD graduates are employed at universities 10 years after completion.

Reasons for restructuring the pool:

- Strengthening the research pipeline by expanding the academic career track (PhD → assistant professor → associate professor)
- Promoting internationalization

- Encouraging external research funding
- Improving the quality of PhD candidates
- Strengthening SUND Research Support and the PhD School
- Establishing a talent programme for early-career researchers
- Focusing on onboarding research talents

New initiatives:

- Strategic faculty pool for co-funding external PhD fellowships → 20 fellowships over three years
- Clinical translational (2-year) postdoc positions inspired by the BRIDGE programme
- PhD/postdoc positions co-funded by the EU programme *Choose Europe for Science* (replacement for Co-Fund)
- Postdoc positions for Danish researchers abroad with the possibility of a tenure-track assistant professorship in Denmark
- Programme focused on Marie Curie fellowships
- Additional new DIAS assistant professorships

Link to related news: [here](#)

Subsequent discussion not included in the minutes

Item 3

PTA provides an update – the first signature programmes across SDU have now been selected. These must meet a number of requirements set by the Rectorate with the aim of raising quality and strengthening reputation/branding. Additional programmes will be designated as signature programmes in the coming years.

On 12 May, the IST management team will hold a strategy seminar. At this seminar, each participant will present their individual strategy, and synergies will be explored collectively with the aim of developing a shared strategy for IST. The programme will follow.

Item 4

JS: All hospitals are interested in establishing research units in General Practice. This would require a professor to act as research leader. How this will be coordinated with SDU/FEA is still being clarified. There are still many requests for access to information from the public, which requires resources from the unit.

CO: Education takes up a significant part of the unit's activities, and there is a prospect of a reduction in the number of students, since only 10 places, as well as 5 places for self-funded students, have been allocated to the existing Master's programme. The unit has received funding from local foundations in the Esbjerg area, aimed at hiring a staff member with the right profile for a new 75 ECTS Master's programme in Health Promotion and Worklife. This also means that the research strategy has not yet been fully defined, as it must naturally reflect the educational profile.

DGH: The MPQM programme had been discontinued without a prior meeting with the Head of Department and the research leader. DGH, PTA and the Head of Studies have since held a meeting, resulting in the programme being allowed to continue. It will be relaunched in 2027. There is a focus on applications to DFF within the unit.

TBS: The unit will hold a departmental day on 6 May, including a dinner in the evening. There are 50 registered participants. The research strategy will be presented to the unit at this event.

BN: A PhD course has recently been completed successfully. In addition, there is a focus on the strategy and positions within the unit. BN has received Horizon funding, and a kick-off meeting will take place soon.

LLF: The unit has been granted exemption from project overhead fees from DSP on a new major grant. The Velux Foundation has announced a forthcoming maritime call.

Item 5

HR Manager Vibeke Høy Worm attends the meeting, as there is a task to map the space requirements at Faculty of Health. This will be presented at the Heads of Department meeting in May.

Item 6

- A loss on the project is expected in cases of long-term sick leave. During the first 30 days, SDU does not receive sickness benefits. After this period, SDU receives sickness benefits (DKK 137.43 per hour in 2026), which are charged to the project. The sickness benefit rate is the same regardless of job title and therefore rarely covers the full salary cost.
Some funds requires the department to cover salary costs during periods of sick leave (e.g. DFF).
- IST has now transitioned to the new purchasing function at SUND. Going forward, all orders and purchases must be directed to the SUND Purchasing mailbox: sund-indkob@health.sdu.dk
- "Save the Date" for Open Research Day on 10 November.