

**Meeting date:** 27 June 2022 12.30-14.00

**Meeting place:** 1540-K32

**Meeting subject:** Research and Business Committee, Department of Biology

**Attendees:** Michael Møller Hansen (chair, MMH), Tina Santl-Temkiv (TS), and Maria Blach Nielsen (MBN, reporter)

**Absent:** Peter Grønkjær (vice chair, PG), Henrik Balslev (HB), Maya Jepsen (MAJ, observer)

1. **Approval of Agenda** (12.30-12.32)
2. **Minutes and actions from last meeting** (12.32-12.33)
3. **Briefing from the chair** (12.33-12.45) – Michael Møller Hansen
4. **Briefing from the vice chair** (12.45-12.50) – Peter Grønkjær
5. **Status on visit from Claus Felby from the Novo Nordisk Foundation** – Michael Møller Hansen - (12.50-13.10)
6. **Updated ABC criteria for recruitment of tenured researchers** – Maya Jepsen - (13.10-13.17)
7. **Professor promotion program** – Maya Jepsen - (13.17-13.25)
8. **Term of reference for the Research and Business Committee** – Michael Møller Hansen – (13.25-13.35)
9. **Discussion of the campaign “Please don’t steal my work”** – Michael Møller Hansen – (13.35-13.50)
10. **Prize nominations** - Maria Blach Nielsen
11. **Status on review processes and deadlines** (13.50-13.55) – Maria Blach
12. **Any other Business** (13.55-14.00)

**1. Approval of Agenda (12.30-12.32)**

The agenda was approved with no comments.

**2. Minutes and actions from last meeting (12.32-12.33)**

Minutes are found at [the staff pages of the department](#). The committee has received the minutes for approval and MBN has received no comments.

**3. Briefing from the chair (12.33-12.45) – Michael Møller Hansen**

- MMH gave a briefing from the discussions of the Faculty Research Committee:
  - o A model for bench fees is in progress.
  - o A reform of the Phd Model and co-financing is in progress.
  - o Evaluation model for research and departments are currently being discussed focusing on alternatives to KPI's. At the moment we are on an idea generating stage, and one possibility could be to invite evaluation panels on a regular basis. The Faculty committee requested more background information on the subject, and when this has been shared it will be discussed in the departmental research committees.

**4. Briefing from the vice chair (12.45-12.50) – Peter Grønkjær**

- Point cancelled

**5. Status on visit from Claus Felby from the Novo Nordisk Foundation – Michael Møller Hansen - (12.50-13.10)**

- Claus Felby from the Novo Nordisk Foundation will visit the Faculty on 31 August 2022. Biology will make three presentations and Molecular Biology will make one presentation. The presentations will describe a global challenge, and how biology research can address this challenge and potentially come up with suggestions for solutions.
- We will give the following presentations:
  - o Genetic and Evolutionary Rescue (Michael M. Hansen)
  - o Microbial Life in the Air (Tina Santl-Temkiv)
  - o Biosphere Integrity (Peter Teglberg Madsen)
- Peter Teglberg will present the idea “Biosphere Integrity” accompanied by a backing group representing relevant research areas from the different sections of the department.

**6. Updated ABC criteria for recruitment of tenured researchers – Maria Blach Nielsen - (13.10-13.17)**

- “Criteria for evaluating Candidates for Positions as Full Professor, Associate Professor, Senior Researcher, Tenure track assistant professor” often referred to as “ABC criteria”, have been used since 2013. Based on recommendations from a task force representing the relevant boards and councils at Nat, Nat’s Faculty Management has now prepared a revised version, aiming at
  - a. adding criteria focusing on university pedagogy,
  - b. revising the criterion concerning a research stay abroad,
  - c. focusing on position categories relevant at Nat, and in general reducing the document’s complexity.
- The committee had the following preliminary comments:
  - a. Short or long term international experience should be an A, also for tenure-track Assistant Professors; or at least it should be considered that if the requirement is B when the person is employed as Assistant Professor, then there should be a plan for how to achieve A status when the person is about to qualify for Associate Professor.
  - b. Experience with other research institutions should be an A, following similar rationale as above..
  - c. PhD supervisors should be aware that their students after obtaining their PhD need to go abroad in order to become independent.
  - d. The teaching criteria are very hard to evaluate. They need to be more concrete.

The committee recommends that the criteria are presented on a staff meeting after approval. It is especially important that young researchers are aware of the criteria.

The revised version of the criteria will be discussed in the sections – initiated by the committee members. Maria Blach Nielsen will collect the answers and coordinate a shared comment from the department.

#### 7. **Professor promotion program** – Maya Jepsen - (13.17-13.25)

The Professor promotion programme supplements the open and broad advertisements from “Norms for recruitment”, which will continue to be the primary form of recruitment of researchers at senior level. The Professor promotion programme is to be applied in exceptional cases e.g. in cases of high competition/mobility or to retain already employed researchers. In exceptional cases, the promotion programme can also be offered to already employed associate professors/senior researchers.

The programme is requested to be discussed in the sections (facilitated by the committee members), and Maria Blach Nielsen will collect the answers and coordinate a shared comment from the department.

**8. Term of reference for the Research and Business Committee – Michael Møller Hansen – (13.25-13.35)**

- It was agreed that Maria will share the document with the committee and ask for comments in writing.
- After this, Michael will discuss the terms with Hans Brix.

**9. Discussion of the campaign “Please don’t steal my work” – Michael Møller Hansen – (13.35-13.50)**

- <https://sciencereport.dk/samfund/marie-toft-vanvittigt-hvis-man-som-forsker-ikke-kan-dele-sine-ideer%ef%bf%bc/>
- Nye EU-initiativer skal forhindre forskningstyveri - Science Report
- <https://uniavisen.dk/pleasedontstealmywork-det-vaelter-ind-med-vidnesbyrd/>
- MMH briefly explained the campaign, including examples of senior personnel who had published PhD students’ theses in their own names or not including students in authors’ list. The cases still lack some clarification. It was discussed if similar cases can be found in the Department of Biology. However, we need more knowledge of the status at the department in order to get a better grasp of whether or not we have a challenge with this. A questionnaire could achieve this, and this possibility will be discussed with the Head of Dept.
- Apart from this, and from a general perspective it was suggested that the Vancouver recommendations and dilemmas are regularly discussed in order to ensure expectations management from both supervisor and PhD student.

**10. Prize nominations - Maria Blach Nielsen**

Honorary Doctorates: MAJ has sent an email to all VIP. Everyone can suggest candidates and send them directly to Astrid Klingen from the NAT Faculty no later than 25 August 2022.

**11. Status on review processes and deadlines (13.50-13.55) – Maria Blach**

- MBN gave a briefing on the status of review processes of MSCA PF, Sapere Aude, ERC Starting Grant, Green transition, Inge Lehman and Vilum Investigator.
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**12. Any other Business (13.55-14.00)**

- No entries.

**Next meeting: 12 August 2022: Presentation rehearsal and AOB**