Implementation of SUNDs strategy
- action plan for the Department of Biomedical Sciences

Focus: Research

Catalog of ideas developed by the workgroup for research strategy at BMI.

ACTION POINTS
A. Recruit and retain research talent
B. Facilitate attractive, ambitious, and dynamic research environments
C. Facilitate cross-disciplinary research in order to address broad research themes and complex problems
D. Promote collaboration with the clinic and industry
E. Strengthen international research collaborations
F. Increase the external funding of the research at BMI
A. Recruit and retain research talent

Actions

a. Advertise vacant positions as broadly as possible while still ensuring diversity of the research areas at BMI
b. Avoid section limits when posting new positions by dynamically allocating available positions according to need and relevance
c. The head of department is to form a recruitment board, whose task is to formulate a rolling 5 year plan (updated yearly), in order to identify priority areas for BMI job openings (research focus and level of position)
d. Ensure transparency in the recruitment process for future available positions
e. Continuous focus on recruitment of medical doctors for vacant positions at BMI

B. Facilitate attractive, ambitious, and dynamic research environments

Actions

a. Facilitate better sharing of resources and information/data
b. Make bridge funding available internally at BMI for PhD – Post Doc phase change in a competitive manner
c. Establish principles for overhead usage to ensure transparency
d. Promote grant writing help by advertising KU-LOM and SUND grant writing assistance

C. Facilitate cross-disciplinary research in order to address broad research themes and complex problems

Actions

a. Within BMI: by alternating presentations from BMI research groups at VIP meetings and at the BMI day
b. With external partners: by inviting extramural speakers and sponsoring seminars (half or full-day or a series) to be broadly advertised; for instance in connection with PhD defences
c. Facilitate live video streaming of extramural speaker events (single talks / seminar days/series)
D. Promote collaboration with the clinic and industry
Actions
a. Promote the Innovation Scout for industry collaborations at BMI VIP meetings and in newsletters
b. Create a BMI industry task-force to identify industry needs / interests and contact persons as well as improve follow-up on industry collaborations after the initial contact.
c. Explore the possibility of establishing a theoretical clinical collaboration hub
d. Start a mentorship network for industry- and clinical partnership-collaborations
e. Facilitate BMI alumni network for industry and clinical collaborations, for example by having alumni network seminars, workshops and/or site visits.
f. Promote applications for industrial PhD and Post Doc fellowships

E. Strengthen international research collaborations
Actions
a. Make startup funding available from BMI (in a competitive manner) for exchange visits (e.g. travel reimbursement, initial housing costs)
b. Increase awareness of available external guest-researcher grants and international Post Doc grants
c. Increase awareness of personnel exchange with universities with which UCPH has formal agreements.
d. Examine the possibility for establishing a sabbatical agreement for BMI VIPs.

F. Increase the external funding of the research at BMI
Actions
a. Explore the possibility for internal grant reviews to improve the quality of grant applications coming from BMI VIPs
b. Explore availability of grant writing support for VIPs for both small and large grants, and for writing of applications to both overhead bearing and non-overhead bearing funding agencies
c. Strongly encourage that VIPs apply for (partial) funding of laboratory staff salaries when applying for grants, in order to free up funds for BMI to use elsewhere
d. Explore options for applications for a Danish National Research Foundation Center or the like at BMI