

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

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## *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
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## 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