MedH2025

Focus group "Improving research quality and funding at MedH"

Cecilia Morgantini, Beatrice Zitti, Pedro Maura, Ping Chen, Chris Tibbitt, Marcus Buggert, Chair: Jenny Mjösberg

Improving quality and funding through optimized collaborations

Improving translational collaborations

Measurable goal:
Increase the impact of MedH research until 2025 through the promotion of intradepartmental, translational collaborations

How to measure:
% of articles with KI/K co-authorship, particularly in (shared) first and/or last position
% KI/K co-applied grants, % KI/K co-supervised students (and postdocs)

Activities to reach the goal:
Invitation of clinicians to KI seminars, non-clinicians to K seminars

Create informal meeting opportunities at a departmental level (monthly PI/postdoc/student fika, 17.00)

Make biobanks visible (inventory) and establish new ones (finding ways to fund biobanks) to stimulate new projects and research collaborations

Advocate project co-ownership between basic/clinical researchers

Strategic formation of translational research themes led by clinical/non-clinical co-PIs

Clinical/non-clinical mentor for PhD students and postdocs in translational projects)

Improving the situation for clinical and bioinformatician researchers

Measurable goal:
Increase the impact of MedH research until 2025 through increased opportunities for clinical and bioinformatician researchers to do translational research

How to measure:
The number of bioinformaticians and research-active clinicians at MedH who shares last or first authorship with other translational researchers

Activities to reach the goal:
Create lists of bioinformaticians and MedH-affiliated clinicians to create a meeting platform and spread information about KI-seminars, facilities, grants

Communication channel between KI/K administration (liason) to help researchers to deal with career path, recruitments, management of funds on both sides

KI funded Clinical research positions and bioinformaticians

More activities for non-clinical researchers in the clinic

Bioinformatical courses/seminars for translational researchers

Increasing the impact of MedH publications

Measurable goal:
Increase the impact of MedH publications until 2025 through the promotion of interdepartmental, national and international collaborations

How to measure:
% of articles with MedH researchers and collaborators in first-, last-, or corresponding author position

Activities to reach the goal:
Increase the opportunities for PhD students and postdocs to get valuable feedback from different PIs (publication plan)

Promote collaborations with other top departments at KI (MEB, CMB) through retreats, seminars etc.

Guest researcher/professor program within topics of strategic MedH relevance

Increasing grant applications and success

Measurable goal:
Increase the impact of MedH research until 2025 by promoting grant applications across all career research levels (e.g. KID grants – PhD, MC – Postdoctoral, ERC – PI).

How to measure:
Number of grants

Activities to reach the goal:
Creation of a grant office-MedH liason position/MedH or Campus South based GO

Active campaign from MedH before the grant deadlines: identification of eligible applicants, information meeting/workshops, administrative support, support interactions with previously successful candidates

Focus group "Improving recruitment at MedH"

Niklas Björkström, Teresa Montera Blanco, Martin Cornillet, Anna Heinerö, Anders Norman, Per Stål, Arnika Wagner. Chair: Yenan Bryceson

Improving PhD recruitment

Measurable goal:
Attract excellent PhD students that successfully complete PhD training

How to measure:
- Frequency of HR issues at PhD level
- Bibliometrics of PhD students at exit
- Number of PhD students that go on to academic positions, international postdocs

Activities to reach the goal:
Increase use of social media, networks in hiring.

Standardize participation of HR in profiling and evaluation of top candidates.

Improving postdoc recruitment

Measurable goal:
Attract excellent postdocs

How to measure:
- Bibliometrics of postdocs at recruitment
- Bibliometrics of postdocs at exit
- Frequency of postdocs that go on to junior group leadership

Activities to reach the goal:
Increase use of social media, networks in hiring.

Facilitate welcome packages for strong candidates.

Work for more competitive hiring conditions.

Improving clinical recruitment

Measurable goal:
Bolster research activity at clinical units

How to measure:
Quantify research output and quality from clinical units

Activities to reach the goal:
Increase KI representation at clinical recruitments at all levels

More active usage of adjunct lecturer and lecturer positions (with research focus) as well as team leader status in clinical MedH units

Identify and recruit young clinical research talent

Retaining talent

Measurable goal:
Increase MedH visibility and identity

How to measure:
"Exit" polls on department identity and satisfaction with training

Activities to reach the goal:
Arrange regular MedH retreats or yearly MedH scientific symposia including clinical affiliates and collaborators

Encourage participation in KI PhD, postdoc, and junior faculty organizations

Increase informal meeting arenas

Organize MedH workshops to orientate junior staff on KI structure and career paths

Strategic Plan

Our vision is to enhance the standing and visibility of MedH as relevant research and education department in global arena

Strategic themes	Our objectives for the next three years	Collaborating by
Leading together Strengthen the existing and eventually create new strategically important alliances with similar Departments belonging to internationally leading Universities to promote joined applications, exchange of personnel, and education **_Refined social media presence and communication_** Use of social media to spread the news about achievements, new positions, grant calls, invited speakers. Improve internal communication in English	• Create a refined social media presence and improved internal and external communication to spread information on MedH achievement, capacity, possibility and infrastructure • Expand and strengthen our international network and create new research consortia • Improve research output at MedH by increasing international recognition and gaining synergy • Create an open international environment to attract quality post doc from abroad • Create an effective network of MedH Alumni • If legally possible, create a common platform to rise money for project by call-of-interest using the media channels	Enabling our staff to benefit from international perspectives including through exchange opportunities Collaborate with similar Departemnts of top leading international University to develop innovative education, training, and research enviroments Interaction with KI:s office for Internationalization and with national and regional agencies Alumni survey to create a functional network

Enabled by	• Clear definition of what international visibility is for us	• Investment in internal resources to help in the use of social media	• Joint international communications plan and style	• Mapping of all the current ongoing KI:s International MoUs and arguments

Strategic Plan | **Support research activities at MedH through excellent infrastructure.**

Strategic aims	Specific aims for the next three years	Collaboration by
Enhance visibility of current infrastructure Make sure the information on available infrastructure is centralized and easily accessible	• Update the MedH (and general KI) website of core facilities with a FAQ, list of services offered, pricing and links to specific core facility homepages. • Spread information on new services and infrastructure via several channels (information screens, newsletters, etc) • Implement use of social media for infrastructure representation	• Collaboration between core facilities and administration office. • Integration with a MedH-centralized social media communication channel
Increase interaction between researchers and infrastructure Facilitate contact between researchers and core facilities to a) foster expansion of method availibility of core facilities and b) provide better service for the scientific userbase	• Organization of a yearly MedH day • Plan a recurring seminar series/workshop on methodology (lunch seminar similar to Liver academy). Topics alternate between the different cores.	• Integration with existing seminar series (e.g.HERM seminar series)
Support users of infrastructure beyond delivery of data through method education. Make sure that the data is used to its fullest potential	• Core facilities engage in educational activities to train users in data interpretation • Synergize data analysis with CBB • Support users in handling and storage of large data	• Collaboration between core facilities and CBB for data analysis training • Collaboration between core facilities and central IT for data storage and management.

Overarching aim: Establish an integrated infrastructure platform where information is gathered and shared about services and technologies at KI South

Measured by	• Number/quality of publications with acknowledged MedH core facilities	• Number of users per core facility	• Yearly survey on core facility performance and satisfaction

KOMPETENSUTVECKLING, JÄMLIKHET & ARBETSMILJÖ	Att nå organisatorisk framgång – individens engagemang & motivation i en god fysisk och social arbetsmiljö – med utbildning och forskning i fokus	
Strategiska teman	Mål & Mening	Effekt/ Mätbarhet

Hur mår MedH ur ett medarbetar- & arbetsmiljöperspektiv?	Engagemang	Att engagera medarbetare, tydliggöra arbetsuppgifter, ge/ha rimliga förutsättningar & förväntningar, Att främja hälsa & välbefinnande, Att utveckla organisatorisk tydlighet & post pandemiarbetsplatsen	Enkät 4. Analyser/Utvärdera medarbetarsamtalen
	Jämlikhet & kränkande särbehandling	Att medvetandegöra & utbilda, Att främja transparens och ett inkluderande ledarskap, Att öka Vi-känslan, stärka ett solidariskt agerande och öka respekten för varandra	Resultat från Enkät 7
	Kompetens-utveckling	Att dra nytta av kompetens/resurser som finns, öka "peer to peer" förutsättningar och lärande	Kursutvärderingar

| Möjliggörs genom | Vidareutveckling av **Medarbetarsamtalet** (KI mall). Systematisk - spara/ utvärdera/analysera. | Sammankomster - MedH **Tematiserade frukostmöten** x ggr/ termin. Ledningen informerar, föreläsningar – ex kränkande särbehandling | **Incitamentprogram**, ansök att anordna workshops, "belöning" i form av konferens alt vistelse på annat lab etc | Genomför regelbundet **HR-Puls Enkäter** 4 Engagemang 7 Jämlikhet, trakasserier, och kränkande särbehandling | **MedH representation** i olika KI centrala forum ex: "KI Equality Focus Group" |

Strategic Plan

Our vision is a growing interphase between basic education and research environments by networking, incitaments and innovative approach to education.

Karolinska Institutet

Strategic aims	Specific aims for the next three years	Collaborating by
Increased awareness of education Increase availability of options for teaching by exposing course content and points of contact.	• Create a comprehensive and easily available hands-on **support package** for supervisors concerning (degree)projects (Medical Program; Master's program in Biomedicine). • Update of **MedH Education homepage**: visualization of educational options for teachers and students.	• Strengthened collaboration with Dir of information. • Increased interaction with MedH and Master's program in Biomedicine and Course of Degree Projects of the Medical Programme.
Creation of arenas for networking Facilitate contact between students and researchers by creating arenas for academic networking within the institution.	• MedH poster conference *Bridge to the future-* networking arena for degree project students and newly registered PhD students open for students, supervisors, PIs.	• Collaboration with Unit of doctoral studies, unit leaders, supervisors, students. • Collaboration with Biomedicine Mentorship program.
Support life-long learning and sustainability Strategic inclusion of clinical and translational researchers and PhD students in basic education core courses for increased awareness of research as part of lifelong learning.	• **Pilot study** supporting clinical and translational **scientist to teach in core courses** to increase scientific awareness and ability to read and discuss scientific text. • Regular Faculty Development (**Education Journal Club**). • **Pilot study** supporting **PhD students' development of academic and educational skills**. • Strategic collaboration with Unit of Doctoral studies concerning clinical PhD students as "**clinical assistants**".	• Collaboration with course leaders, researchers, Unit of Doctoral Studies and Unit of Undergraduate Studies, UoL. • Collaboration with representatives of Karolinska Univ Hospital.
Incitaments Appreciation of achievements Pedagogic achievements noticed by unit leaders. Pedagogic merit in recruitment situations.	• **Prizes** for best degree project presentation, best supervisor and best clinical supervisor. • **Pilot study** to assess effect of outcome **measures of education (eKPI)**. • **Pilot study** to introduce **Summary of pedagogic vision statement and merits** in all academic recruitments.	• Unit leaders will play an important role in giving attention and appreciating.

Enabled by
- Strategic education Key Performance Indicators (**eKPI**) (ie nr of degree project students)
- Comparable eKPIs in every unit strategy for yearly evaluation.
- Information made easy by Single Point of (first) contact (if needed)
- Closer collaboration between unit of Basic Education and Unit of Doctoral Studies