



**Karolinska  
Institutet**

# **Building our future together: MedH 2025**

**Zoom meeting 2020-11-12**

***Petter Höglund, head of department***

# Building our future together: MedH 2025

## Outline for today:

1. A little about MedH
2. Strengths
3. Resource allocation to MedH 2020 (and beyond?)
4. Weaknesses, opportunities and threats
5. What is our vision?
6. Why do we need a strategy?
7. MedH 2025 – how do we proceed from here?

# Management

Prefect: Petter Höglund

Leadership group: prefect, head of administration, unit heads, GUA, FUA, prefect assistant

<b>EDUCATION</b> Agneta Månsson-Broberg	<b>SAMVERKAN</b> Pref, HA, HR, union	<b>DOCTORAL EDUCATION</b> Mattias Svensson	<b>WORK ENVIRONMENT</b> Annamaj Stolt/Julian Walfridsson
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<u>Administration</u> Klas Karlsson	<u>Medical Case Center</u> Jonas Nordquist	<u>Hematology</u> Eva Hellström-Lindberg	<u>Infection/Derm</u> Anders Sönnernborg	<u>Endocrinology</u> Mikael Rydén	<u>ICMC</u> Christer Betsholtz	<u>Gastro/Rheuma</u> Annika Bergquist	<u>CIM</u> Anna Norrby-Teglund	<u>Cariology/pulm</u> Mats Jensen-Urstad
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<u>Economy</u> Therese Lind
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Alici Hellström-Lindberg Höglund Luc Carlsten Bryceson Nahi Ungerstedt Walfridsson Jacobsen Qian Woll Wahlin Lehmann Lundin Ogawa (g. prof)
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Lindqvist Weiland Sönnernborg Aleman Emtestam
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Arner Bolinder Dahlman Laurencikiene Mejhert Rydén Angelin Eriksson Parini Rudling
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Betsholtz Björkegren Knöll
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Bergquist Stål Wahlin Hagström
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Aouadi Björkström Brighenti Buggert Chambers Flodström-Tullberg Gredmark Russ Klingström Ljungberg Malmberg Michaelsson Mjösberg Norrby-Teglund Sandberg Svensson Willinger
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Jensen-Urstad Månsson-Broberg Dahlén Bossios
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HR Annamaj Stolt
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**58 research groups in 7 units (soon 6)**

# MedH Leadership group

## Members

- Petter Höglund, head of department
- Klas Karlsson, head of administration
- Ulrika Markne, prefect assistant
  
- Agneta Månsson-Broberg, basic education
- Mattias Svensson, doctoral education
  
- Eva Hellström-Lindberg, HERM (*DP*)
- Anna Norrby-Teglund, CIM (*DP*)
- Annika Bergquist, gastro/rheuma/derm
- Anders Sönnnerborg, infection
- Mikael Rydén, endocrinology
- Mats Jensen-Urstad, cardiology/pulm

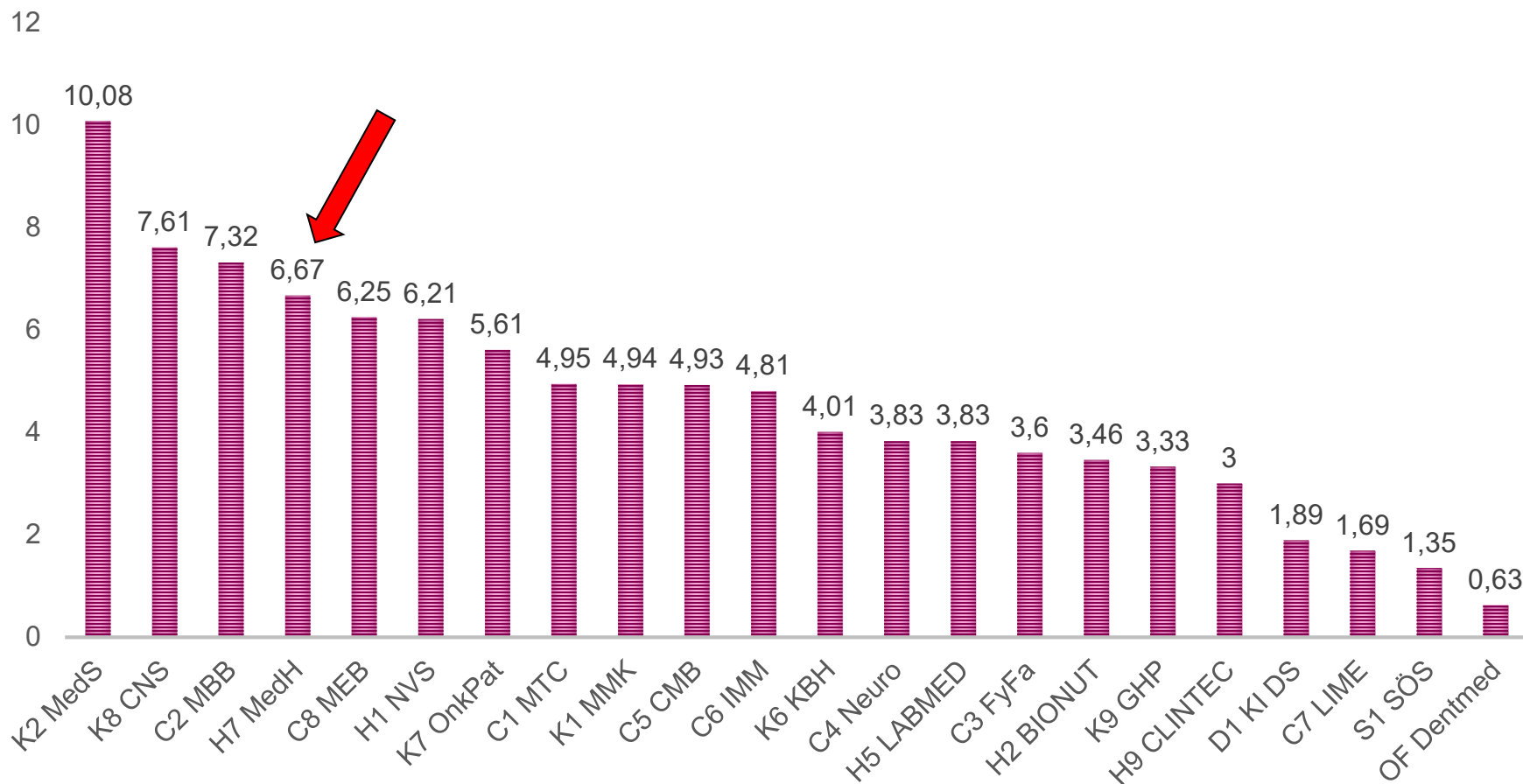
## Meetings

- Twice per month
  - First Wed per month 1500-1700
  - Third Wed per month 1500-1600
- Extra when needed (Covid crisis meetings)
- Communication outside meetings in specific question

## MedH – Strengths

- Strong translational research on common diseases with good access to clinical material
- Modern laboratories with basic and clinical scientist (Neo, Ana Futura)
- Many well-financed young groups
- Several clinical research laboratories integrated in medical units
- Financially stable and well structured core facilities
- Well functioning educational programmes and doctoral training
- Far-reaching high quality administrative support
- Good economy built up over several years of competent and judgmental leadership

## KI RESOURCE ALLOCATION TO DEPARTMENTS IN 2020 BASED ON RESEARCH ACTIVITY (%)

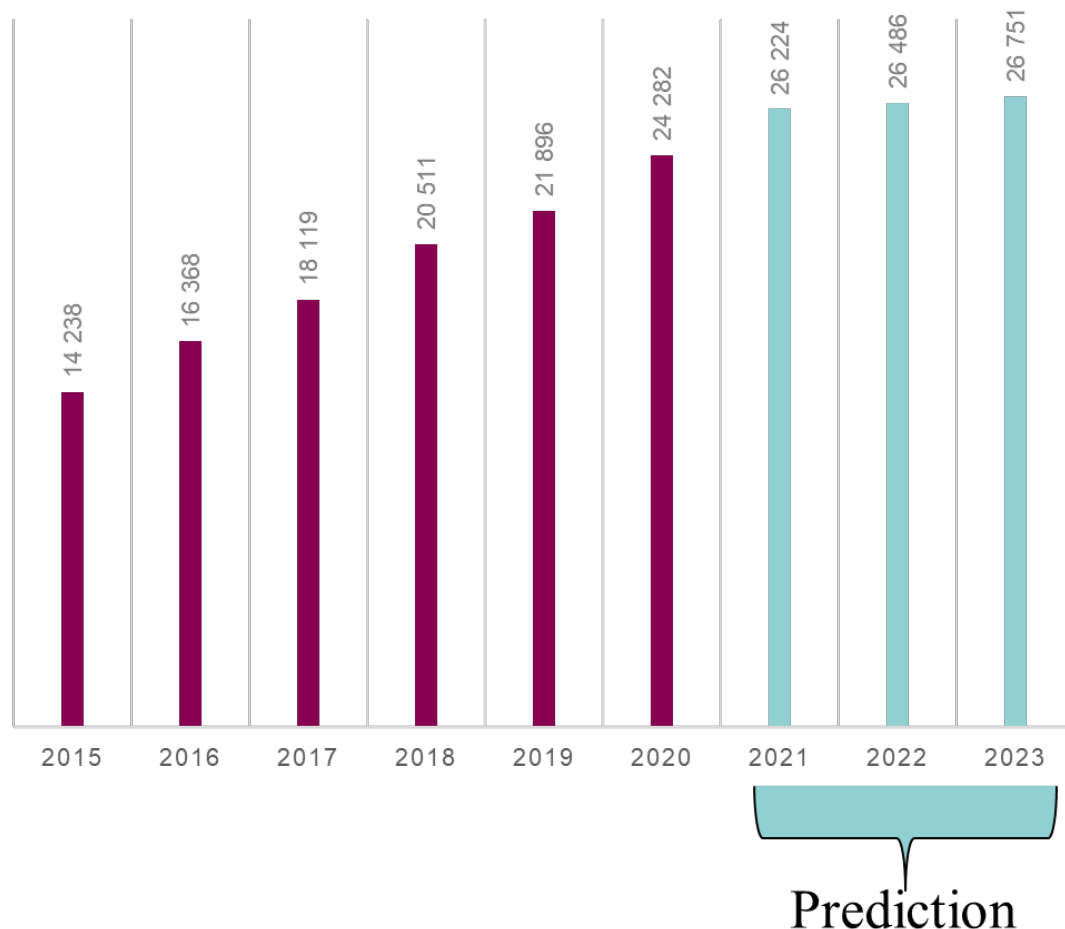


# The Swedish Research Council (VR) 2020

- 11 grants in total
  - Shared second place among KI departments
- 5 establishment grants (etableringsanslag)
  - 38% of all establishment grants at KI (13) and 17% of all establishment grants in Sweden (30)



# Allocation of state funds to MedH based on research activity 2015-2020



The prediction for 2021-2023 is based on known information today. With a continuous success in grants, publications and exams, you are all part of our future growth!



## MedH – Weaknesses

- The department is scattered and interactions between units few
- Our economy is dominated by external grants
- Age and gender profile for higher academic positions biased towards older men
- Few positions oriented towards teaching and pedagogical aspects poorly considered for professor recruitments
- Overarching goals and visions for the department's development is lacking

## MedH – Opportunities

- Stable finances allows strategic recruitments and infrastructure
- Improved interactions between units can lead to the formation of thematic research centers strong enough to attract larger grants
- Excellent core facilities and local initiatives (example: the Covid-19 atlas project) provide new strategic opportunities
- Focus on clinical research allows collaborations with industry
- Collaborations within KI South give synergies between departments, including UOL (center for teaching and learning), to promote scientific and pedagogical development

## MedH – Threats

- Younger scientists leave due to lack of career positions
- Initially well-funded younger groups cannot secure long-term financing
- Competition and shortage of time puts stress on group leader, postdocs and students
- Changes in patient flows challenges clinical research
- The new medical curriculum challenges our established role in training of medical doctors

The leadership group's view of our vision:

**MEDH CREATES TOMORROW'S  
KNOWLEDGE THROUGH  
MEDICAL EDUCATION AND  
RESEARCH AT THE HIGHEST  
INTERNATIONAL LEVEL**

*What is your view?  
How can it be improved?*

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# Karolinska Institutet: Strategy 2030

<https://staff.ki.se/strategy-2030-creating-karolinska-institutets-future-together>

**2030**

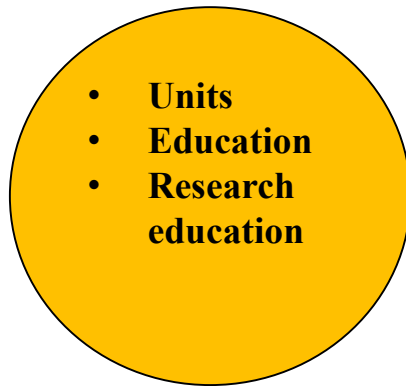
**Creating Karolinska Institutet's  
future together**

# MedH 2025: Why do we need our own strategy?

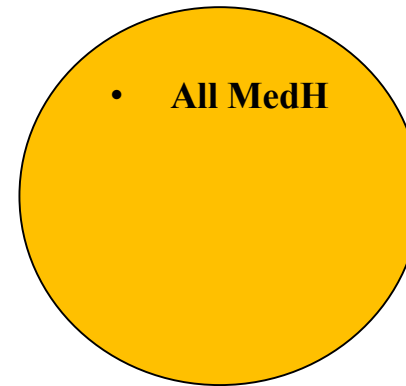


1. A structured way to transform challenges into actions.
2. A transparent framework against which activities and decisions can be weighed.
3. It defines common goals and ways to reach them.
4. It unites the department by promoting inclusion and influence among staff.

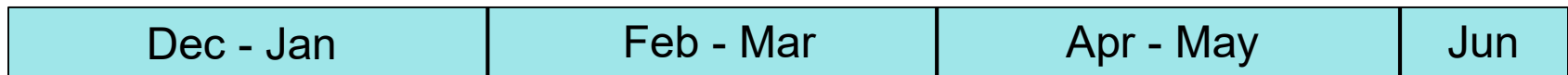
# MedH 2025 - timeline



Creation phase



Anchoring phase

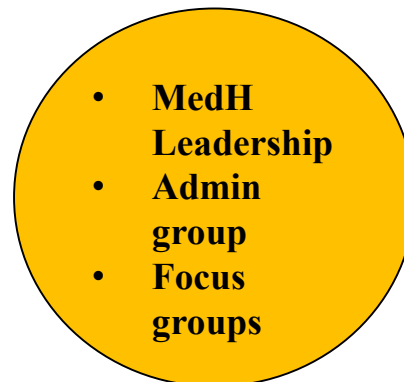


2020



2021

Integration phase



Consolidation phase



Launch!

# Tasks to units for the creation phase:

- Formulate at least 5 concrete and measurable goals for your unit.
- At least one of your goals should focus on cooperation with other units at MedH and at least one should target education or research education.
- A plan containing at least 10 concrete actions for how your goals should be met until 2025, if needed in cooperation with other units.
- The actions should be centered around our keywords translational research and education, accessibility of local resources, inclusion and work environment
- The process how your coworkers have been included in the work should be described.
- Suggestion for how the department centrally should contribute to reach the goals should be part of the report.

December 1 – January 31



## MedH 2025: Along the way

- Clear indications when phases start and end
- Regular communication, including e-mail updates from the prefect and larger zoom meetings such as this one
- Creation of focus groups and reference groups when required (other departments, clinical units)
- A kick-off party at the launch!
- Annual follow-ups until 2025

# Who are you?

Oh no – another useless group work... ☹️

Oh great – now I really have a chance to influence my own future! 😊



I and the leadership group hope for the latter!

# Thank you for zooming in!



*Together we can bring the best out of MedH!*