

Strategy document for the Department of Biomedicine 2024- updated every year.

The Department of Biomedicine (IBM) has these general strategies:

<p>Research</p>	<p>Increase and ensure the quality and scope of the department’s research and research education by:</p> <ul style="list-style-type: none"> • Having high application activity and quality. • Increasing the focus on EU funding. • Further developing local, national, and international collaboration. • Maintaining publishing activity and increasing the proportion of publications in high-ranking journals and category 2 journals. • Continue developing expertise in our scientific focus areas: neuroscience, cancer research, structural biology, drug discovery, disease mechanisms/markers/system biology, and metabolism. • Continue working on structuring bioinformatics, including AI, both in terms of building an environment, access to expertise, and teaching/training. This is considered important to ensure good and effective research at the department. • Having good candidate follow-up in Master, Medical Student Research Programme, and PhD education.
<p>Infrastructure</p>	<ul style="list-style-type: none"> • Ensure the best possible access to relevant scientific equipment and technical assistance for our researchers, partners, and external customers through core facility organization. • Continue existing facilities: MIC, PROBE, and BISS - Maintain good routines for maintenance of the department’s instrumentation. • Maintain application activity for new instrumentation, renewal of “aging” equipment and expansion of existing equipment when necessary.
<p>Teaching</p>	<ul style="list-style-type: none"> • Aim for a high degree of robustness and stability in the teaching situation, but at the same time focus on efficiency. • Take care of all students and student groups in a good way. • Utilize the potential for international mobility by building on IBMs existing contacts. • Make the teaching more efficient while maintaining the quality. • Regularly assess and evaluate our teaching portfolio.

	<ul style="list-style-type: none"> • In collaboration with the faculty: Ensure that the staff has the capacity and competence to teach subjects that require a medical background. • Continue the research school.
Dissemination	<ul style="list-style-type: none"> • Use websites and other relevant public media systematically to make the department's personnel, subject areas, activity, and results more visible to the community around it.
Internationalisation	<ul style="list-style-type: none"> • Strengthen and further develop international institutional collaboration. • Focus on participation in international research networks. Enter into collaboration agreements with relevant universities abroad. • Expand international cooperation in teaching through new applications.
Equality	<ul style="list-style-type: none"> • Work for a good balance between the genders in all job categories. • Follow up UiB's Action Plan, Diversity, inclusion and equal opportunity 2023–2025
Work environment	<p>Work to maintain a good working environment in a broad sense by:</p> <ul style="list-style-type: none"> • Good and visible leadership at all levels. • Adhere to UiB's values with a focus on equality, diversity, collaboration, and participation. • Systematically working to maintain and improve good internal routines and attitudes. • Maintain and further develop good work processes, positive attitudes, and effective communication. • Documentation and monitoring of work routines in accordance with regulations. • Maintain and further develop a good and inclusive psychosocial work environment where everyone is seen, heard, and taken care of.
Organisation	<ul style="list-style-type: none"> • Follow-up of internal organization, group structure, and collaboration with other units. • Facilitate centre activities.
Innovation	<ul style="list-style-type: none"> • Continue to stimulate innovation and commercialization in collaboration with EITRI and VIS. • Interact with existing initiatives/projects (BergenBio, Pluvia, Cytovation) and new initiatives.