

# Department of Biology

Vision and Strategy  
2024-2030

**Better Understanding  
for a Healthier Planet**





# Department of Biology

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BIO employs over 450 academic, technical and administrative staff and embraces research topics and teaching curricula that cover all major biological sub-disciplines. University rankings typically place the field of biology and biochemistry at the University of Copenhagen first in Denmark and among the top 15-25 universities globally



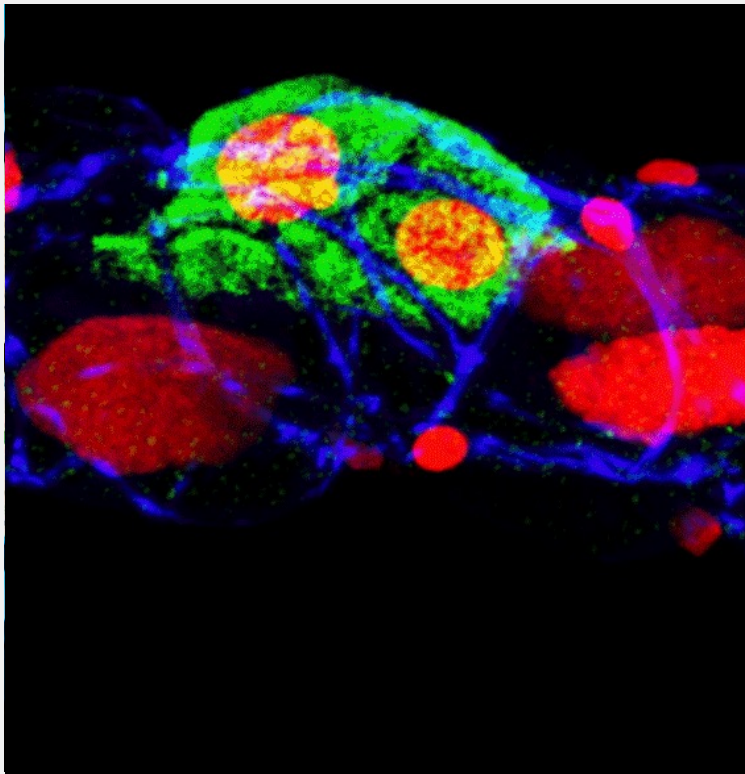
BIO offers a PhD program, and BSc and MSc programs in Biology, Biochemistry, Molecular Biomedicine, Bioinformatics, engaging around 1,800 students



BIO has large potential for making even stronger impact on society by bringing its expertise further into play within the green transition, climate change mitigation, biodiversity, and human health



# Overall ambitions and visions



## Research

BIO is recognized as one of the World's leading research departments within the biological sciences

## Teaching

Based on strong core disciplines, BIO educates career-ready candidates fulfilling the labor market and societal needs – for instance within the green transition, biodiversity, biotechnological solutions and health

## Organisation

BIO is an international workplace founded on values like openness, equality, and employee influence. It is an inclusive workplace where diversity is viewed as a strength. Responsibility and awareness for sustainability are integral to all of BIO's activities




# Research vision



*BIO is recognized as one of the world's leading research departments within the biological sciences*





Fundamental biological research is a core strength. When relevant, research is mission-driven and translated into innovative solutions and societal needs in collaboration with the private and public sectors

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Synergistic cross-sectional/cross-disciplinary collaboration and knowledge-sharing is a key driver for the development of BIO

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BIO has several centers of excellence with the necessary space and infrastructure to house them – and research groups working in related areas are physically located close to each other

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Quantitative data analysis and AI are applied in all relevant research fields

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BIO has state-of-the art and well-functioning common research infrastructures, for instance in imaging, NMR, sequencing and computation



# Research strategy





We will promote curiosity-driven research at the international forefront by i) stimulating faculty to apply for funding from ERC, DNRF and other funding agencies supporting fundamental research, ii) developing and supporting internal cross-disciplinary research clusters to increase knowledge-sharing, iii) investing in state-of-the-art research infrastructures (instrumentation and laboratories), iv) working with SCIENCE and Campus Service to secure future-proof buildings in terms of quality and space, and v) attracting the most talented faculty

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We will support initiatives to translate fundamental research into societal impacts in key areas such as the green transition, biodiversity, biotechnological solutions, and health by: (i) expanding cooperation with companies and public authorities; (ii) increasing awareness and emphasis on funding opportunities provided by EU Horizon Europe (Pillar II), BII, and Innovation Fund Denmark (IFD); and (iii) prioritizing active participation in national and international committees and boards (e.g., IPCC, EU committees, national committees)




# Teaching vision



*Based on strong core disciplines, BIO educates career-ready candidates fulfilling the labor market and society's needs – for instance within the green transition, biodiversity, biotechnological solutions and health*





Study programs are characterized by international excellence at the forefront of scientific and pedagogical developments, and targeted employer and societal needs

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Teaching is research driven and integrate fundamental concepts with experimental training. Students learn scientific method and critical thinking. Quantitative skills and digital literacy are of high priority

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Superior study environments include optimal physical teaching facilities (classrooms, laboratories, study spaces, social spaces), as well as departmental support for social activities and strong study identity

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Teachers are proud of contributing to teaching. They work in teams, and are united in their vision of creating the best courses and educations across the department and in dialogue with the students

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Study programs are flexible with wide freedom for students to assemble course curricula guided by career learning. Students are proud of their education and maintain a long-lasting relationship with the department

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Life-long learning is provided including tailored courses to the private and public sectors



# Teaching strategy





We will support joint teaching efforts through structured discussions with teachers, students, external contributors, and employer panels, and continuously revise courses and study programs to possess high quality, flexibility, and international competitiveness

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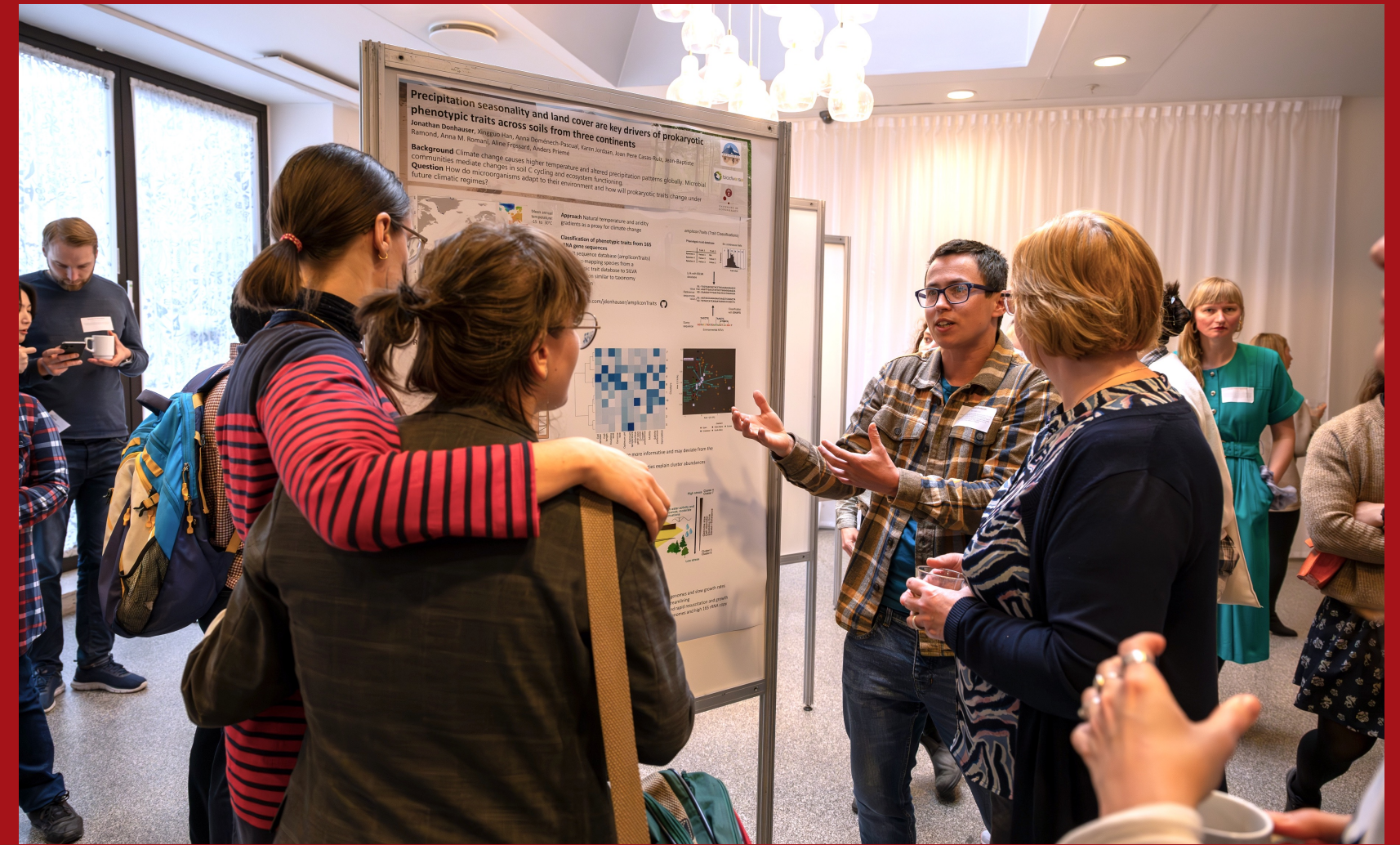
We will collaborate with SCIENCE and Campus Service to upgrade the physical teaching and study facilities, as well as allocate financial resources to support student social activities

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We will financially and administratively support teachers engaging in continued education and develop tailored courses of high relevance to the private and public sectors. BIO will moreover work to change course structures to allow for part- or short-time external participants in current course portfolios



# Organisational Vision



*BIO is an international workplace founded on values like openness, equality, and employee influence. It is an inclusive workplace where diversity is viewed as a strength. Responsibility and awareness for sustainability are integral to all of BIO's activities*





All employees are recognized as important to BIO's goals and ambitions

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BIO has a stimulating working environment with opportunities for personal and professional development, and strong internal collaborations

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Everyone experiences a satisfactory work/life balance

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Everyone has a clear view of work expectations and primarily perform tasks that fit their job description and competences

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BIO's greenhouse gas emissions are reduced by at least 50% relative to emissions in 2018



# Organisational Strategy





We will work towards an inclusive and stimulating workspace by i) implementing new onboarding procedures with special emphasis on non-Danish employees and PhD students, ii) implementing actions from the Diversity, Equality & Inclusion (DEI) working group, and iii) prioritizing resources for professional development and social activities

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We will work to achieve satisfactory work/life balances and ensure a good alignment between job roles and actual tasks by minimizing administrative burdens, optimizing processes, and collaborating with the future administrative organization to ensure the necessary services

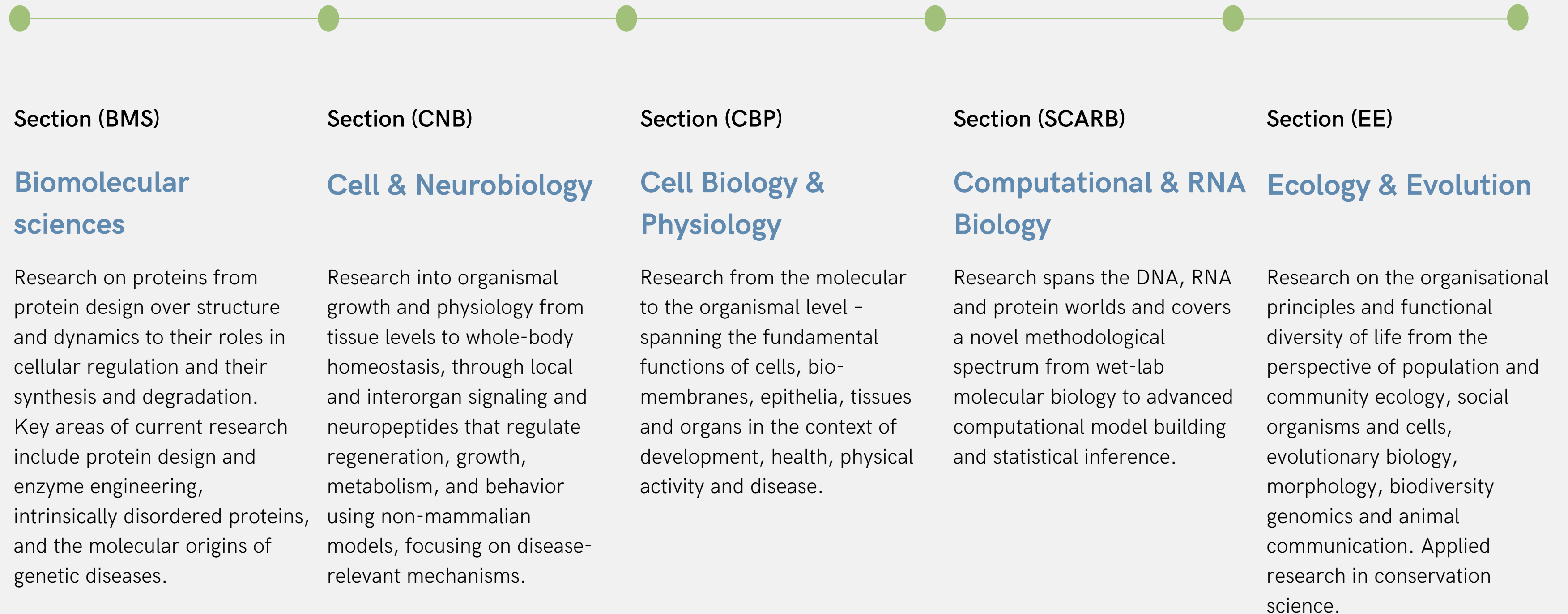
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To reduce the climate footprint of the department, we will implement the LEAF criteria in all research laboratories, invest in green(er) research instruments/laboratories, develop a business travel policy, and generally work to ensure that sustainability awareness is high on the agenda for all BIO's activities



# Research sections I

## Sections and topics covered





# Research sections II

## Sections and topics covered

