

**Thomas Mandrup-Poulsen**, Professor of Immuno-endocrinology,, MD, DMSc

Founder and Chairman of the Associate Professor and Professor Association (APPA) at SUND ([www.appa.ku.dk](http://www.appa.ku.dk)). Executive board experience from the Danish Society for Internal Medicine (DSIM) 1992-95, the Medical Society of Copenhagen 1999-2002 and the Danish Medical Society 1992-2000. Chairman of the DSIM 1995-1997.

As Chairman of APPA I have worked for creating credibility around the professional input APPA delivers to our leadership, e.g in relation to strategies and action plans, career development, recruitment criteria and positional structure. Through membership surveys, APPA has qualified the dialogue with the Deanery about shift of tasks from TAP to VIP and administrative barriers, and APPA has through input to the SUNDs Idea-list and the debate-meeting with Rector and the SUND Dean brought inclusion of VIP in hearings and decisional processes into focus (see articles in UNlavisen and SUNDInsight).

As candidate on the list **More VIP-influence!** I will work constructively for VIP influence in the board of UCPH in order to strengthen the possibilities of executing what we are employed for: our professionalism in research, teaching and dissemination, thereby developing a strong united UCPH for the benefit of society.

**Henrik Kragh Sørensen**, Professor w.s.r. of history and philosophy of science

My research area is the history and philosophy of mathematics and computer science, which is a fascinating, interdisciplinary field situated between the sciences, history, philosophy, and sociology. Throughout my career, I have considered it an important part of my professional identity to disseminate my joy for and reflections on science to students, teachers, and the general public. As a researcher and teacher, research group leader, head of section, and deputy head of department for research at the Department of Science Education at SCIENCE, I now juggle many different roles. These provide me with crucial insights into the wishes and needs of researchers as well as respect for the necessity of managerial room to operate. I try my best to navigate these concerns, focusing on integrity, inclusiveness and a willingness to listen.

As a candidate for the list **More VIP-influence!**, I will work to bring the insights, perspectives, and qualified argumentation of VIPs to bear on the work of the Board. I truly believe that together we can make UCPH even stronger and that there is more that unite us as VIPs than the perpetual competition which sometimes separates us. Across faculties, we must strive to support the possibility for VIPs to undertake the core tasks of UCPH in research, teaching, dissemination and services to society. In particular, I will work to ensure that the central position of UCPH as an institution of knowledge and culture is used to the fullest extent to continue to educate the best candidates to bring high levels of expertise and the joy of creating and sharing knowledge to the next generations.

VOTE  
X



Thomas Mandrup-Poulsen  
Professor, SUND



Henrik Kragh Sørensen  
Professor w.s.r., SCIENCE

# More VIP-influence!

## in the UCPH Board

- **More influence for all UCPH VIP**
- **Inclusion of VIP expertise in decisions**
- **Priority to academic core functions**
- **Research-based teaching**
- **Transparent career-paths**
- **Clear criteria for job qualifications**
- **Mentored tenure-track**
- **Better career options for PhDs and Postdocs**
- **Fair and transparent budget-model**
- **Equal rights, inclusion and respect**
- **Mutual trust between VIP and leadership**
- **Professional board effort**



**More VIP-influence!** <https://fb.me/moreVIPinfluence>

*Thomas Mandrup-Poulsen, Professor, SUND  
Henrik Kragh Sørensen, Professor m.s.o., SCIENCE*

## **Common professional interests across Faculties**

We will work hard to secure VIP influence in the UCPH board through our professionally qualified, reflected and pragmatic approach. High academic quality, openness, innovation and internationalization are our core values, which we will work hard to promote.

## **Constructive VIP employee inclusion**

We will work to mitigate the democratic deficit imposed upon us by the University Order, without demanding that all decisions be made by sitting down in circles. True participation in decision processes requires that systemic procedures are established to ensure that employees are heard, but also that the inclusion respects the managerial framework.

## **VIPs deliver the core products of UCPH**

We will work to secure that the VIPs have optimal opportunities to practice our professionalism and to conduct the core tasks of UCPH within research, teaching, service to public authorities and dissemination. We will also work to reduce the so-called 'academic precariat' and the adverse consequences of it.

## **Tenure-track and the time-glass issue**

Lack of postdoc- and assistant professorship positions has created the 'hour-glass'-problem in the positional structure. We will work for more positions and for the implementation of mentored tenure-track.

## **The many obligations of UCPH to society**

We will work to ensure that UCPH is consolidated and developed as a strong culture- and knowledge-delivering institution, producing both basic and society-relevant research, teaching and dissemination. We will promote that UCPH actively prioritizes the education of excellent Bachelors and Masters, who can transmit culture and knowledge to the next generations.

## **Efficiency under responsibility**

We will work to establish that all administrative services consider and support the opportunities of VIPs to execute the UCPH core-tasks. More specifically we will work against task-shifting so that supportive administrative tasks are, to the greatest possible extent, taken care of by TAPs and not by VIPs.

## **Respect and inclusion**

We will promote UCPH as an inclusive environment and an attractive work-place for both staff and students, based on mutual respect, equal rights and an academic room with a high ceiling.

## **Transparency and responsibility**

We will promote that UCPH handles its core functions as a democratic and open institution with the greatest possible transparency and with social and economic responsibility. This implies also that we will promote that implementation and substantiation of budget-models and recruitment-norms and -criteria are transparent and fair. Only thereby can we establish UCPH as a University attractive to the best researchers, teachers and science communicators in the global competition of recruiting talent.