



UPPSALA
UNIVERSITET

IGP

Aims and Strategies

Department of Immunology, Genetics and Pathology
Uppsala University



June, 2016

SCOPE OF ACTIVITIES AT IGP

Research at the Department spans from basic research to clinical actions with an overarching aim at translational medicine. Our work ultimately leads to improved diagnostics, identification of novel treatment targets, and clinical testing of advanced biological therapies. The work is strengthened by the five associated clinics: Clinical immunology and transfusion medicine, Clinical genetics, Clinical pathology, Oncology and Hospital Physics. Diseases in focus include cancer, autoimmune, degenerative, and genetic diseases.

The Department participates in teaching in several undergraduate programs and we have an extensive postgraduate teaching programme.

IGP VISION

IGP conducts and disseminates results of its research with the aim to improve diagnostics and treatment in diseases like cancer, autoimmunity and in degenerative and genetic diseases. This work serves to expand basic biological as well as medical insights, develop improved means of collecting medical data, and interpreting and modelling large quantities of scientific data generated in cutting edge medical research. The research carried out is linked to relevant clinical problems with a clear aim to shorten the delay between scientific discovery and health gain. Excellence, originality and efficiency should signify the work carried out at IGP.

IGP AIMS

AIM 1: Research at IGP

IGP carries out internationally competitive basic, translational and clinical research.

Strategies:

- IGP promotes research at the international frontline.
- IGP is organized in research programs with defined aims to foster collaborations and provide a structure for collective research activities.
- IGP facilitates national and international collaborations.
- IGP encourages international exchange of researchers at every level.
- Research seminars at IGP are arenas for scientific exchange within IGP and with national and international colleagues.
- Translational research, bridging basic experimental research and modern diagnostics and therapy, is promoted by tight collaborations between experimentally and clinically active researchers.

AIM 2: IGP provides education of the highest quality

Education strategies at IGP are of the highest quality nationally and internationally, and strive to attract ambitious and talented students, and to stimulate their academic development.

Strategies:

- IGP offers highly competitive undergraduate education and master programs, with courses in our fields of interest.
- Courses and master programs are available in English to attract participation from international students.
- IGP provides postgraduate training of the highest international standing preparing doctoral students for future careers in academy, industry or government.
- IGP constantly evaluates and develops its educational programs.
- IGP ensures that its educational programs are visible.

AIM 3: IGP actively engages with society outside academia

IGP recognizes the need to efficiently communicate, disseminate and apply scientific results. Part of transferring knowledge is a matter of reaching out with information, and of maintaining well-functioning internal communications.

Strategies:

- IGP encourages the speedy and efficient application of research results in industry, healthcare, etc.
- The research programs benefit from and are informed by close interactions with companies, clinicians and with patient organisations.
- Strong efforts are made to increase public awareness of our research and its consequences.
- IGP has an attractive web site that provides up-to-date information about research, education and clinical work conducted at IGP.
- IGP maintains efficient internal communications, both using electronic media and in the form of meetings for information and dialogue at all levels.

AIM 4: IGP provides state-of-the-art infrastructure

Well functioning infrastructure enables advanced, sometimes unique modes of analysis in genomics, proteomics, tumour biology, immunology and other profile areas at the Department.

Strategies:

- IGP provides support for purchase of common equipment .
- Larger instrumentation and demanding services are organized as core facilities that offer their services within and outside IGP.
- IGP provides early access to unique research technologies being developed at the Department. Many of the technologies are made available on the national level via facilities at SciLifeLab .
- IGP and its associated clinics participates in the build-up of extensive, modern and valuable biobanks, e.g. U-CAN.

AIM 5: IGP recruits and provides for highly qualified scientists at all career levels

To assure continuous research and education of high quality, IGP recruits candidates most suited for science careers, from postgraduate students to professors. Faculty staff is encouraged to establish themselves as scientific leaders in their fields. IGP provides support for outstanding individuals at critical career steps.

Strategies:

- IGP recruits highly qualified scientists with profiles that fit the research programs at the department.
- IGP aims to have a clear and predictable career system for preclinical and clinical scientists.
- IGP provides infrastructural support and career grants for young scientists starting their independent research groups.
- IGP encourages its scientists at all levels to initiate and maintain international interactions.

AIM 6: IGP is a highly attractive work place

To ensure the highest degree of co-worker satisfaction, IGP is an efficient, transparent and service-minded organization.

Strategies:

- A well functioning administration supports and facilitates the work of staff and students at the Department.
- IGP supports both the individual and the department by promoting personal and professional development for all categories of personnel.
- An active and continuous working environment program ensures that problems in the working environment are identified and resolved promptly.
- IGP actively promotes equal career opportunities, irrespective of sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age.
- IGP actively recruits students and co-workers from both Sweden and abroad to maintain an international, creative ambience at the department.
- Relevant administrative documents are available in English, to support international students and staff and allow their participation in departmental activities and decision-making.

AIM 7: The IGP aims and strategies are regularly reviewed and revised

The IGP aims and strategies form the basis for measures that aim to develop all departmental activities to the highest standards. The effects of measures taken should be possible to evaluate, and lead to revision of the IGP aims and strategies.

Strategies:

- IGP has an *Actions programme*, where actions and measures needed to fulfil the Departmental aims are described.
- The actions are clearly defined, i.e. what should be done, who is responsible, by when it should be done, and how the results of the measure should be evaluated.
- The *Actions programme* is reviewed and revised annually and the effects of the actions are used as a basis for revising the IGP aims and strategies.