



BOARD MEETING 6/2009

21.12.2009

MINUTES

INSTITUTE FOR MOLECULAR MEDICINE FINLAND FIMM
Nordic EMBL Partnership for Molecular Medicine

Title: Meeting of the Board of FIMM 6/2009
Time: Monday, 21 December 2009, at 14.15—16.00
Place: FIMM Meeting Room D307a, Biomedicum Helsinki 2U (3rd floor),
Tukholmankatu 8, Helsinki

Chair:
Chief Executive, Professor Marja Makarow, European Science Foundation (ESF)

Attendees:
Vice Director General, Professor Juhani Eskola, THL
Dean, Professor Kimmo Kontula, Faculty of Medicine, University of Helsinki
Research Director, Professor Anna-Elina Lehesjoki, Neuroscience Center, University of Helsinki
Technology Manager Kirsi-Marja Oksman-Caldentey, VTT; left in item 8
Vice President, Business Development, MD, PhD, EMBA Aino Takala, Orion Corporation
Docent Elisabeth Widén, FIMM Technology Centre;
being disqualified in the matter, Docent Widén did not participate in the discussion of item 5
Laboratory Engineer Jouko Siro, FIMM Technology Centre; present in item 5

Invited:
Vice Rector, Professor Matti J. Tikkanen, University of Helsinki

Permanent Expert:
Professor Olli Silvennoinen, Biocenter Finland

Experts:
Research Director, Professor Leena Peltonen-Palotie, FIMM
Research Director Janna Saarela, FIMM Technology Centre
Planning Officer Sirpa Nummila, FIMM

Presenter:
Director, Professor Olli Kallioniemi, FIMM

Secretary:
Administrative Manager Reetta Niemelä, FIMM

Meeting of the Board of FIMM 6/2009

- 1 Opening of the meeting and presence of a quorum**
- 2 Approval of the agenda**
- 3 Approval of the minutes of the previous meeting**
- 4 Announcements**
- 5 Joint group leader call with the Nordic EMBL Partnership for Molecular Medicine**
- 6 Budget for 2010**
- 7 Discussion on an amendment to the agreement on the establishment of FIMM**
- 8 Discussion on the principles of changing fixed-term employment contracts to continuous employment contracts and career planning**
- 9 Discussion on the collaboration with Helsinki Biomedical Graduate School, HBGS**
- 10 Other business**
- 11 Date of the next meeting**
- 12 Closing of the meeting**

1 Opening of the meeting and presence of a quorum

Proposal: It was proposed that a quorum be present when the Chair of the meeting as well as at least half of the other members are present (FIMM regulations 7 §).

Decision: It was recorded that a quorum was present.

2 Approval of the agenda

Proposal: It was proposed that the agenda be approved.

Decision: As proposed.

3 Approval of the minutes of the previous meeting

Proposal: It was proposed that the minutes of the previous meeting held on 30 October 2009 is approved (Annex 1).

Decision: As proposed.

4 Announcements

4.1 The draft FIMM Target Programme (*tavoiteohjelma*) was submitted to the Rector on 2 October and the negotiation with Rector Thomas Wilhelmsson took place on 27 October 2009. Based on the negotiations the draft Programme has been finalised (Annex 2). FIMM received additional funding for establishment of one new research group. The Target Programme will be signed in December.

4.2 Due to the new University Law the Regulations of the University of Helsinki have been renewed. The Regulations of the independent institutes will be reviewed in 2010 and changes may be proposed to FIMM's Regulations as well. For the present the current Regulations are in force.

4.3 The officials of the three Ministries (Ministry of Education, Ministry of Social Affairs and Health and Ministry of Employment and the Economy), Academy of Finland, Tekes as well as the three ESFRI-partners (BBMRI, EATRIS and ELIXIR), had a meeting at FIMM on 3 November 2009. As a follow-up, the goal is to organize a meeting between the three Ministries, possibly at the ministerial level, aiming at securing funding for 2011 onwards through the budget of 2011 and the next Government Programme.

4.4 In its proposal for the budget for 2010 the Government proposed preparations for funding, through the administrative sector of Ministry of Education/Academy of Finland, for two ESFRI infrastructure projects, ICOS (1 M€) and the biomedical ESFRI consortium (BBMRI, EATRIS, ELIXIR; 1 M€). The funding will be allocated to the Academy of Finland and further to the contracting parties of the ESFRI-projects. Based on the request of the Academy of Finland, the application has to be prepared by 4 January 2010.

A website for the ESFRI consortium will be established shortly. The partners (FIMM/University of Helsinki, THL, CSC) will sign a Memorandum of Understanding on the collaboration.

4.5 The FIMM sample storage system for biological samples will become operational in January 2010. Build-up of further biobanking data management systems is ongoing.

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- 4.6** Biocenter Finland (BF) launched a call for bioscience technology platforms in spring 2009 with the deadline for the applications in August 2009. FIMM is involved in six of the ten areas for the technology platforms.

Based on the evaluation of the SAB of BF, the Board of BF decided in its meeting on 10 November 2009 that all platforms except the emerging technologies will be funded. However, budget cuts will be needed. The Board of BF will make the final decisions on the funding of the platforms in an additional meeting that will be held on 22 December 2009.

- 4.7** The Board of BF decided in its meeting on 10 November 2009 to propose that Professor Eero Vuorio (University of Turku) will be appointed Director of BF as of 1 January 2010 for a three year period. The Rectors of the biocenter universities confirmed the decision in their meeting on 3 December 2009.

- 4.8** The Ministry of Social Affairs and Health sent a request for a comment on the changes in the Medical Research Act by 15 November 2009 (*Annex 3a: STM:n lausuntopyyntö 089:00/2009, Lääketieteellisestä tutkimuksesta annetun lain ja potilaan asemasta ja oikeuksista annetun lain muuttaminen*). The comment of FIMM is in Annex 3b.

- 4.9** FIMM-VTT meeting was organised on 18 November 2009. The purpose of the meeting was for both parties to get to know each other better at the individual level, but also in the form of science, technology and institutional profiles and priorities. The first meeting was limited to the senior management, senior scientist and team leader level. It was agreed that collaborative projects will be identified and implemented jointly. There will later be other events for a larger group of people. There will also be a meeting at THL-VTT-FIMM axis in the future.

- 4.10** Rector Thomas Wilhelmsson has appointed Professor Risto Renkonen the Dean of the Faculty of Medicine of the University of Helsinki on 4 December 2009 for a four-year period starting on 1 January 2010 (http://www.med.helsinki.fi/uutiset/20091207_dekaani.htm).

Dean of the Faculty of Medicine, Professor Kimmo Kontula was appointed Vice Rector of the University for a five-year period starting on 1 January 2010.

Professor Eija Kalso, Professor Anne Pitkäranta and Professor Pertti Panula have been appointed Vice Deans of the Faculty of Medicine on 15 December 2009 for a four-year period starting on 1 January 2010 http://www.med.helsinki.fi/uutiset/20091216_dekanaatti_uusi.htm.

- 4.11** The Nordic EMBL Partnership for Molecular Medicine published a joint PhD student call and the deadline for the applications was on 15 December 2009. FIMM received altogether 69 applications and NCMM 89 applications (information on MIMS' applications was not available).

- 4.12** FIMM Group Leader Meeting (FIMM-EMBL Group Leaders and Members of the FIMM National Network for Molecular Medicine) will be arranged on 10 February 2010.

- 4.13** The draft programme of FIMM Launch Event, 16—17 March 2010 is in Annex 4. An advance invitation has been sent to FIMM's supporters, collaborators and interest groups. A formal invitation will be sent later, including instructions on registration. The Event will be organised in Biomedicum Helsinki 1 building.

- 4.14** Appointments at FIMM:

- Senior Laboratory Technician Virve Tiusanen from 9 November 2009; Laboratory Coordinator Seija Hackl has resigned as of 1 January 2010
- Laboratory Technician Annabrita Schoonenberg (groups Kuznetsov and Vesrchuren), from 1 January 2010; Laboratory Technician Sonja Koopal's substitute
- Coordinator Laura Turunen (uHT Laboratory), from 1 January 2010
- Research Coordinator Vidya Velagapud (BF Metabolomics platform), from 1 January 2010

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- Laboratory Technician Elisa Moilanen (group Kainov and FIMM general), from 11 January 2010

4.15 Doctoral Students Jenni Lahtela (group Verschuren) and Manuela Tumiaty (group Kuznetsov) have been selected new HBGS students (Helsinki Biomedical Graduate School).

Doctoral Student Yuexi Gu (group Kuznetsov) has been selected new GSBM student (Helsinki Graduate School in Biotechnology and Molecular Biology).

4.16 FIMM Board Member, Vice President Aino Takala (Orion Corporation) has been appointed Member of the Board of the Academy of Finland for a three year period (1.1.2010—31.12.2012).

5 Joint group leader call with the Nordic EMBL Partnership for Molecular Medicine (presenter: Kallioniemi)

The Board decided in its meeting on 25 May 2009 that FIMM will participate in the joint group leader call with the Nordic EMBL Partnership for Molecular Medicine. The deadline for the applications was on 15 October 2009.

The focus of the current recruitment round at FIMM is on group leaders active in the following fields: disease biomarkers, biobanks, personalized medicine, population genetics and genetic epidemiology. In the call text it was stated that FIMM is seeking for group leaders, who could take advantage of the significant resources of clinical samples, population cohorts, molecular profiling technologies and clinical and follow-up data that are available at FIMM and its partner institutes. Translational focus towards diagnostics and personalized medicine is valued along with the possibility of providing additional and novel contributions to existing FIMM and Meilähti campus research groups.

FIMM received altogether 22 applications (one application was ineligible). The evaluation process follows the EMBL model as in the previous calls.

- The applications were first reviewed in each Nordic node for relevance. All eligible FIMM applications were sent to the Search Committee Members, but based on the local review it was suggested that the Search Committee primarily consider 10 of the 21 eligible applicants.
- The applications were reviewed and ranked by the Search Committee comprising of altogether six experts from EMBL and the Nordic nodes. The Committee had a phone conference on 8 December 2009 and based on the recommendations of the Committee five applicants will be invited for an interview. All interviews will take place on 19—20 January 2010 in Copenhagen.
- The Board of FIMM will decide on the group leaders in its first meeting in 2010.

The applications were available in the Board Meeting. The Board discussed that Board Member, Professor Kimmo Kontula and Research Director, Professor Leena Peltonen-Palotie have joint publications and collaboration with some applicants. The Board discussed at this stage the principles of the call, not applicants, so it was decided that they may be present in the discussion.

Proposal: 1. It was suggested that the Board discuss whether discussions should be continued with applicants whose research is not completely in the focus of this call but whose application has been prioritised by the Search Committee.

2. It was suggested that the Board discuss whether the recruitment packages for group leaders already in Finland will be of the same size than for those who will relocate to Finland.

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3. It was suggested that the Board authorize Olli Kallioniemi to start the recruitment negotiations with top candidates based on the interviews and recommendations of the Search Committee.

Decision: 1. The Board decided that based on the recommendations of the Search Committee five applicants will be invited for an interview. The Board will decide on the group leaders based on the interviews and final recommendations of the Search Committee.

2. and 3. The Board authorized Olli Kallioniemi to start the recruitment negotiations with top candidates based on the interviews and recommendations of the Search Committee and to decide on the recruitment packages.

6 Budget for 2010 (presenter: Kallioniemi)

A preliminary budget for 2010 was presented to the Board in the previous meeting on 30 October 2009. A more specific budget including additional funding from the University of Helsinki is in Annex 5.

Proposal: It was suggested that the Board approve the overall budget in Annex 5.

Decision: As proposed. A more detailed budget will be presented to the Board when the funding decisions of Biocenter Finland and the Academy of Finland (ESFRI) are available.

7 Discussion on an amendment to the agreement on the establishment of FIMM (presenter: Kallioniemi)

Due to the new University Law, direct funding from the Ministry of Education to FIMM will discontinue. All governmental funding in the administrative sector of the Ministry of Education will in the future be allocated to FIMM via the University of Helsinki. The other founding organisations or other Ministries do not, despite of early expectations to the contrary, provide significant direct funding to FIMM. Hence, the role of the University of Helsinki as the primary FIMM host organisation and as the principal financial supporter has significantly increased, and will continue to do so in the long run from 2010 onwards with close to 150 people expected to be FIMM/University of Helsinki employees at the end of 2010.

Since the status of FIMM has changed in this direction the past 2—3 years, it is suggested that the Board discusses the draft amendment to the agreement on the establishment of FIMM (Annex 6). The purpose for changing the document is to simplify the contractual practices at FIMM so that these would more resemble those of other research organisations under the University of Helsinki. FIMM should be able to make contractual agreements (e.g. EU and Tekes grants) based on the regulations and guidelines of the University of Helsinki, as long as there are no implications to HUS, THL and VTT from the standpoint of resources, samples, technologies and other financial considerations. At the moment, FIMM is formally bound to get permissions from the participating institutes to all contractual research documents. This is in practice virtually impossible for a research organisation working on dozens of projects and hundreds of grant applications, often on tight time-schedules as application deadlines are approaching.

According to the Regulations of FIMM (Section 3), the personnel policies and financial rules of the University of Helsinki already apply to FIMM, and FIMM is also following the regulations and guidelines concerning University administration, financial management, planning and follow-up.

It is suggested that the Board discusses this status and recommends action. We would then invite relevant experts (Administrative Directors and Legal Councils) of all the founding organisations of FIMM to a meeting to finalise the agreement. A separate approval from the Board will then be sought in 2010.

Decision: The Board approved the principles presented in the draft agreement and the procedure to finalise the agreement with the founding organisations.

8 Discussion on the principles of changing fixed-term employment contracts to continuous employment contracts and career planning (presenter: Kallioniemi)

According to the Strategy of the University of Helsinki and the FIMM Target Programme continuous employment contracts will be made when possible. As a new institute FIMM will still need personnel for term-limited positions during the start-up of different activities. When fixed-term contracts are used, the grounds for doing so will always be specified.

According to the Regulations of FIMM, the Board appoints the permanent staff of the institute (Section 6). The Board is particularly playing a key role in the appointment of all group leaders and research directors whose employment at the EMBL-partnership institute will typically be term-limited.

Since the number of people hired and employment decisions is rapidly increasing, it will not always be possible to have all decisions come to the Board level for discussion. It is therefore suggested that the Board now specifically discusses on the principles of changing fixed-term contracts to continuous employment contracts for those technical and administrative personnel who have already been employed at FIMM for more than three years, and have typically had multiple previous employment contracts with the University of Helsinki. The intention is to establish a procedure which would be systematically followed up in the future. The plan is to appoint a small committee consisting of the Director, Research Director/Group Leader and Administrative Manager to go over the needs of FIMM, the CV and specifics of the candidate employee and conduct an interview. The Board would then be informed about these decisions, but for routine extension of technical and administrative personnel, the Board's approval would not be asked for.

It is suggested that the Board will discuss the delegation of appointment decisions to the appointment committee and the Director.

The following persons have been working at FIMM (or former Finnish Genome Center) for three years or more on fixed-term employment contracts and as of 1 January 2010 their employment contracts will be made continuous:

- Senior Laboratory Technician Siv Knaappila
- IT Designer Timo Miettinen
- IT Designer Kari Tuomainen

Decision: The Board approved the principles of changing fixed-term employment contracts to continuous employment contracts as presented above.

9 Discussion on the collaboration with Helsinki Biomedical Graduate School, HBGS (presenter: Kallioniemi)

FIMM was involved in an application for a national graduate school programme with HBGS in 2008. HBGS was appointed altogether 27 graduate school positions for 2010—2013, but no new positions were allocated, although several new initiatives were suggested, including FIMM providing the national and international dimension to HBGS. In the evaluation report of the Academy of Finland it was stated that it would be desirable that HBGS takes FIMM into account when deciding on graduate school positions.

The Board of FIMM discussed the collaboration with HBGS in its meeting on 25 May 2009. The Board decided to propose to the Board of HBGS that of the new 27 graduate school positions for 2010—2013 six (6) positions would be allocated to FIMM and that the doctoral students to these positions would be selected following the EMBL model. It was stated that this

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would be a pilot project for international recruitment and training of researchers. This new initiative would further strengthen the high-quality profile of HBGS.

The Board of HBGS has authorised in its meeting on 13 November 2009 Päivi Ojala to discuss with Olli Kallioniemi the possible changes in the principles for the forthcoming graduate school call of the Academy of Finland in 2010 (Annex 7).

Decision: The Board authorised Olli Kallioniemi to continue discussion with Päivi Ojala. The Board also suggested that Olli Kallioniemi would discuss research training with the new Dean of the Faculty of Medicine, Professor Risto Renkonen.

10 Other business

Vice Director General, Professor Juhani Eskola (THL) informed the Board about the following items:

- Due to the financial crisis of THL the Public Health Genomics may need to move from Biomedicum Helsinki 1 building and alternatives have been sought from Biomedicum Helsinki 2U building. Based on the plans THL's biobanking activities will be integrated with FIMM's biobanking activities.
- The Act concerning biobanking activities is still under preparation in the Ministry of Social Affairs and Health. Hence, THL has made a proposal that THL's samples may be used in the same way as proposed in the draft Act.

11 Date of the next meeting

The next meeting was preliminarily scheduled for Friday, 19 February 2010. However, the date was not convenient for all attendees, so alternative dates will be sought.

12 Closing of the meeting

The Chair closed the meeting at 16.00.

Helsinki 2 March 2010

Marja Makarow
Professor
Chair, Board of FIMM

Olli Kallioniemi
Professor
Director of FIMM
Presenter

Reetta Niemelä
Administrative Manager, FIMM
Secretary