

Strategy plan 2015 – 2017

From gene to behaviour – basic research for better health

Institute of Basic Medical Sciences

University of Oslo

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From Gene to Behaviour – research in Basic Sciences for Better Health

We are embarking on a medical revolution. New knowledge is being gained more rapidly than ever before. New understanding in the fields of basic science opens up diagnostic and therapeutic options that will give millions of people a better life. Stem cell research, genome research, immunology, nutritional science, neuroscience, behavioural science, biostatistics and biological systems modelling will be of major importance in the areas of the basic sciences, diagnostics and treatment.

In order to ensure that everyone in Norway benefits from this development, basic research, clinical research and health-related education must be of high quality. Progress in the medical disciplines is underpinned by basic research. The Institute of Basic Medical Sciences (IMB) will play a pivotal role in the development of medicine in Norway, and has a main responsibility for basic medical research.

Social Mission

The Institute of Basic Medical Sciences (IMB) is responsible for the basic sciences in the professional study programme in medicine and for master's programme in clinical nutrition.

Through its research, dissemination and educational activities the Institute will promote good health by increasing basic medical knowledge in order to understand normal processes, and by providing insight into mechanisms that can cause or prevent illness.

Visions

IMB aims to be a leading national and international centre for basic medical research, to disseminate biomedical knowledge to society, and to provide teaching based on the latest research results.

IMB aims to be an important actor in the field of translational research as a provider of key competence to clinical and preventive medicine.

IMB aims to be known to decision-makers, to the media and to the general public as a high-level, international research community.

Values

- **Academic freedom:** IMB's staff will promote and protect academic freedom
- **Dedication and a result oriented mindset:** IMB's staff will be dedicated and have a solution-oriented mindset, and work to create synergy
- **Professionalism:** IMB's staff will aspire to be objective and constructive in internal and external communication
- **Responsibility:** IMB's staff will carry out their tasks with the greatest possible respect for the internal and external environment, the fulfilment of ethical standards and compliance with statutory procedures
- **Transparency and co-determination:** IMB's staff will strive to achieve transparency. Employees have a right and a duty to influence the Institute's development through co-determination and university democracy

Goals

The Institute's main goals are to:

- **Improve research, education and dissemination:** IMB will deliver top quality research, teaching and dissemination characterized by continual renewal and development
- **Achieve innovation with basic research as the point of departure:** IMB will put in place the necessary conditions for innovation and business development in line with UiO's strategic plans and academic priorities

Sub-goals reinforcing the main goals include:

- **Strengthening internal cooperation and a common identity:** IMB will strengthen its internal cooperation and develop an identity and distinctive character based on the Institute's interdisciplinary character
- **Reinforcing national and international cooperation:** IMB will reinforce its cooperation with external actors both nationally and internationally
- **Recruiting the best staff:** IMB will recruit staff with the best qualifications and prioritize optimal conditions for researchers at an early stage of their careers
- **Strengthening research funding:** IMB will acquire significantly more research funding from the prioritized channels: the Research Council of Norway, the EU framework programme Horizon 2020, and the European Research Council (ERC)
- **Developing comparative medicine:** IMB will work to strengthen the facilities needed to ensure that IMB can remain a leading national actor and can advance the work in the field of in vivo experimental biomedical research

- **Developing support functions:** IMB will work to retain and develop effective support functions in administration, advanced technical support, and IT services
- **Assuming a clear position vis-à-vis Life Sciences at UiO:** IMB will position itself in relation to UiO's academic investment in life sciences, aiming for full integration in this important priority area at the university
- **Optimising the use of floor space:** IMB will work for a rational and appropriate use of floor space in line with other goals
- **Optimising the organization:** IMB will continue its work to optimize the organization, to achieve a better workflow and to increase organizational understanding among the staff
- **Developing a good working and learning environment:** The Institute will pave the way for students and staff to realize their potential in a good working and learning environment.