Milena Penkowa’s job responsibilities and group members

1. Milena Penkowa’s responsibilities as academic employee on University of Copenhagen.

Milena Penkowa’s (MP’s) responsibilities in her job as academic employee on University of Copenhagen have included responsibility for educating Bachelor, Master and PhD students, and for planning and completing the research of hers and her group members. She has thus had the professional responsibility for the group members’ research and lab work.

MP has had no “personnel management authority” (beføjelser), i.e. MP has not been managerially responsible for e.g. employing or dismissing personnel, or for prescribing terms and conditions of employments.

Concerning employment responsibilities of associated and full professors at SUND, please see the two examples further below in this document, of advertisements of positions as associate professor and full professor, respectively. The two examples demonstrate the typical responsibilities of academic employees at SUND. (Both advertisements are copied from KU’s website 14.03.2012).

In addition is copied, from KU’s website, a presentation of the organisation of an earlier SUND-department, in which MP was employed. According to this presentation, the department was organised in seven “self-managing” research groups, one of which was headed by MP (Section of Neuroprotection). The seven research groups were grouped under two superior units.

MP’s responsibilities when she was heading this “self-managing” research group are not clear from this presentation, though.

Finally is copied, from KU’s website, some information on the Department where MP was employed in the last year(s) of her employment at KU, i.e. the Department of Neuroscience and Pharmacology.

As far as the Secretariat has been informed, a Professor at SUND typically has authority to allow e.g. salary bonuses to, and Career Development (MUS) of, group members, while final decisions on employing persons are anchored at the Head of Department or the Dean.

Questions to and responses from Albert Gjedde:

In order to obtain further information the Secretariat mailed a draft of the present document to Head of Department of Neuroscience and Pharmacology, Albert Gjedde, 30 March, including the two questions indicated in the following. Albert Gjedde responded 31 March and subsequently prepared a memorandum with the responses. The text of the memorandum is inserted below:
Re: Answers to questions posed by Penkowa panel
Respondent: Albert Gjedde

QUESTIONS

- During which period was MP employed at the Department of Neuroscience and Pharmacology?

The Department was founded in 2007 in connection with the reorganization and renaming of all departments. The Department of Neuroscience and Pharmacology was a new addition to the faculty and it was formed by scientists who elected to join this department rather than remain in the now renamed departments of the previous appointments. For Milena Penkowa, it meant that she simply remained in her quarters in the 18.1 floor of the Panum institute where she previously was part of the now defunct department of anatomy.

- What were the authority (duties/responsibilities) of MP in her employment at the Department of Neuroscience and Pharmacology?

The new department had an interim chairman from 2007 till the end of 2008. When I took over as head on December 1, 2008, there were no sections formed in the department, which meant that the old structures of the department of anatomy had not been carried over to the new department. In essence it meant that Milena Penkowa merely headed her own research team composed mostly of students but also of a few technical persons with few professional qualifications, including Heike Jepsen who had been a student for many years and worked as an unpaid volunteer, and Magdalena Kus who had a high school diploma from Poland and worked as a laboratory assistant. It was never made clear how these persons were hired in the first place or on what terms. There were no senior or mid-level scientists in the group and communications with former colleagues at the institute had ceased at this time. The degree of isolation essentially shielded the entire group from outside interference, an impression that was supported by the draconian system of locks on lab and office doors that I asked her to ease up on.

In the new department, Milena Penkowa’s formal duties consisted in teaching 550 UAT-hours per year, publishing regularly in reputable journals, and supervising the student researchers that she had accepted. She was also required by law to carry out such special tasks that the head of department would assign to her, within certain limits. One such task assigned to her in this respect was to make sure that the results of her semi-quantitative counts of immunohistochemical staining of cells were independently repeated and confirmed by blinded outside consultants. I also arranged to meet with her weekly to review data and publication strategies. This happened before March 2010, at the time when it appeared likely that she would be applying for a professorship.

The term “Section of Neurodegeneration” was the name assigned to the group by Milena Penkowa but it had no legal standing and conferred no other duties on her as the senior scientist of her own group of people. After Milena Penkowa’s resignation, I reorganized the department into 10 laboratories, each the size of a Panum floor, with a Coordinator as head of each. Had she remained in the department, she would have been assigned to the Protein Laboratory but would not have been the Coordinator.

2. Group members of Milena Penkowa.

The group members of MP have almost exclusively been PhD students, lab assistants and master/bachelor students, cf. the list below of group members (employees, students and PhD
Students) of Milena Penkowa during her period of employment as Head of Section of Neuroprotection at SUND, i.e. the period 2005 to March 2010. The list is based on information received from SUND (incl. files: Liste over MP’s ansatte.doc and Liste over personer i MP’s lab.pdf).

LIST of group members (employees, students and PhD Students) of Milena Penkowa. The group members have collaborated with Milena Penkowa in various periods between 2005 and March 2010:

17 Students,
11 PhD Students of which 6 were PhD Students at the Faculty (SUND, KU)
1 Research assistant
1 Lab assistant
1 Technical Assistant
And 3 others employees

3. Copy of various background information from KU website concerning employment responsibilities and employment at SUND:

Example of a job advertisement from SUND – for an associate professor (note e.g. the indicated duties):

Associate Professorship in Cardiac Physiology

The University seeks to appoint an associate professor to the Department of Biomedical Sciences to commence as soon as possible.

Information about the Department is linked on www.sund.ku.dk

Job description
Applications are invited for the post of Associate Professor at the Department of Biomedical Sciences, the Faculty of Health Sciences within the area of Cardiac Physiology.

The research at the Department of Biomedical Sciences is focussed on understanding the structure, function, and development of various organ systems in health and disease. The Department of Biomedical Sciences conducts teaching at a number of undergraduate and graduate courses for students of Medicine, Odontology, Public Health Science, Human Biology, Molecular Biomedicine and/or Medicine & Technology at the Faculty of Health Sciences.

The position involves research and scientific presentation/publication within the area of Cardiac Physiology, especially focusing on the molecular function and regulation of cardiac ion channels in physiological and patho-physiological conditions.

The associate professor’s duties will primarily consist of:

- research, including obligations with regard to publication/scientific communication
• research-based teaching with associated examination duties
• research leadership as well as educational guidance and supervision of assistant professors
• professional assessment work

Qualification requirements
The appointee should have qualifications within the following areas:

• research qualifications such as an assistant professor or equivalent within the subject area(s)

The successful candidate will have established an innovative research program that focuses on the study of cardiac ion channels in their cellular context with special interest in posttranslational regulation. The candidate has experience in biochemical, molecular biological, mass spectrometry and imaging techniques including yeast-two-hybrid screening, affinity purification, immunoprecipitation and pull-down assays, purification of recombinant proteins, establishing monoclonal and polyclonal cell lines, and confocal microscopy. Experience in the management of GMO classified laboratories and general lab management would be an advantage.

The candidate is expected to participate in the scientific development of the subject area including research training, guidance and supervision of bachelor-, master-, and ph.d. students, as well as assistant professors. Further, the candidate is expected to have experience in organizing courses for graduate students.

The position is an embedment position granted to the Danish National Research Foundation Centre for Cardiac Arrhythmia. Hence, the candidate is expected to strengthen the core research activities of the Centre and to contribute significantly to the management of the Centre, which requires leadership qualifications and experience, skills in editing and administration of webpages, arrangement of courses, symposia and conferences, and the continuous extension of high-profile national and international collaborations.

• teaching qualifications such as an assistant professor or equivalent within the subject area(s)*

The position includes teaching activities in cell biology, pharmacology and physiology at undergraduate courses for students in the following programs: Medicine, Dental Science, Human Biology and Molecular Biomedicine. Hence, teaching experience in these subjects is advantageous.

*If the applicant has no previous teaching experience through employment as an assistant professor or has not achieved corresponding teaching experience, the appointment will be probationary for 1½ years.

The associate professor is also required to be enterprising and to possess good interpersonal skills. Documentation of additional project management qualifications to secure high standard education and research team supervision would be an advantage.

Terms of employment
The terms will be filled according to the Agreement between the Danish Ministry of Finance and the Danish Confederation of Professional Associations or other relevant professional organization. The post is covered by the Protocol on Job Structure.

Questions
For further details please contact Head of Division of Cardiovascular Research and director of the Danish National Research Foundation Centre for Cardiac Arrhythmia, professor Søren-Peter Olesen at tel +45 35 32 74 00 or e-mail spo@sund.ku.dk
Foreign applicants may find this link useful: www.ism.ku.dk (International Staff Mobility) and www.workingconditions.ku.dk.

Application
The application, in English, must be submitted by clicking "Apply online" below and must include the following:

- An application with a motivation for applying for this position
- A curriculum vitae
- Diplomas
- A list of publications
- A research plan
- A teaching portfolio
- A teaching plan
- Publications (max 10) you wish considered in the assessment

Please note that the applicant will be contacted if the assessment committee wishes to see further documentation and/or include work not listed in the application. Following processing of the application, any application material will be disposed of in a secure manner.

The applicant will be assessed according to the Ministerial Order no. 284 of 25 April 2008 on the appointment of Academic Staff at Universities.
University of Copenhagen wishes to encourage all interested in this post to apply, regardless of personal background.

Please send the application with the above mentioned attachments electronically by clicking "Apply online" below. Only electronic applications will be accepted.

The closing date for applications is 23.59, Monday. 19. of March 2012.

Apply online

The Faculty of Health Sciences comprises app. 4500 students, app. 900 PhD students and app. 2100 employees. The Faculty creates new knowledge and recognition through its core activities: research, teaching, knowledge sharing and communication. With basic research fields ranging from molecular studies to studies of society, the Faculty contributes to a healthy future through its graduates, research findings and inventions for the benefit of patients and the community.
Københavns Universitet er Danmarks ældste universitet, grundlagt 1479, og hører med sine 37.000 studerende og 9.000 ansatte til de største i Norden og de højest rangerende i Europa. Universitetet består af seks fakulteter, som omfatter humaniora, jura, natur- og biovidenskab, samfundsvidenskab, sundhedsvidenskab og teologi. Frist: 19-03-2012
Arbejdsgiver: Det Sundhedsvidenskabelige Fakultet

Example of an advertisement of a professorship:

Professorship in Surgical Gastroenterology
The University seeks to appoint a clinical professor of Surgical Gastroenterology with special focus on upper gastrointestinal cancer surgery to the Abdominacentret, Department C of Surgical Gastroenterology to commence as soon as possible. The professorship is combined with a consultancy at Rigshospitalet, Department of Surgical Gastroenterology in the The Capital Region.

It is a requirement for appointment that the applicant is accepted for both the professorship and the consultancy. In order to be considered the applicant must send an application both to the Faculty (the professorship) and to the Hospital (the consultancy) cf. the simultaneously advertised position of the consultancy. This applies also to applicants who are already employed as consultants at the Hospital. The advertisement for the consultancy is available for the Personnel Office, Rigshospitalet or from www.laegejob.dk.

Both the professorship and the consultancy will be financed by Rigshospitalet (Kræftens Bekæmpelse).

The professorship is related to the Department of Surgery and Internal Medicine which is one if five clinical departments under the Faculty of Health Sciences. The Department coordinates teaching in the clinical specialities anaesthesiology, surgery, urology, thoracic surgery, vascular surgery, plastic surgery, gastroenterology, hepatology, nephrology, cardiology, haematology, and clinical oncology. The Department initiates and coordinates efforts to strengthen clinical teaching and research within the above-mentioned specialities. Teaching of medical students is an important focus of the department and the structure aims at the best possible management of teaching duties. The Department, which is managed by a director, attends to the collaboration between the clinical specialities and the Faculty. Geographically the Department is spread out over several hospitals in Zealand, mainly in the Capital Region of Denmark and its tasks are to facilitate research and provide teaching on scientific grounds within the specialties.

**Job description**

In considering applications for the professorship, the main emphasis will be on the applicant’s ability to document a high level of original scientific production on an international level within the area of surgical gastroenterology.

The professor’s duties will primarily consist of:

- research, including obligations with regard to publication/scientific communication
- research leadership as well as educational guidance and supervision of junior researchers
- research-based teaching with associated examination duties
- communication of research results to the public
- peer assessment

**Qualification requirements**

The successful applicant should be able to:

- demonstrate a record of original scientific research at the highest international level, including considerable contributions to the development of the subject area
- provide research-based teaching
- manage research as well as communicate research results to the public

The professor is also required to be enterprising and to possess good interpersonal skills.

**Terms of employment**
For the professorship the appointee will receive a pensionable annual salary of DKK 172,744.99 (1 April 2010 -level). Additional salary supplements may be negotiated on an individual basis. The position is covered by the Job Structure for Academic Staff at Universities 2007.

Questions
For further details please contact the Head of Department, Professor Torben V. Schroeder tel.: +45 35 45 10 55 e-mail: torben.schroeder@rh.regionh.dk
Foreign applicants may find this link useful: www.ism.ku.dk (International Staff Mobility) and www.workingconditions.ku.dk.

Application
The applicant is required to obtain a copy of the agreement made between Rigshospitalet and the Faculty from caor@sund.ku.dk for further information about the conditions of the positions before applying.

The application, in English, must include the following:

- Application including reasons for applying for this post
- Curriculum vitae
- Diplomas - all relevant certificates
- List of publications
- Research plan
- Teaching portfolio
- Teaching plan
- List of the publications in numerical order (max 10) that you wish to be considered in the assessment
- Publications (max 10)

All material should be submitted in six copies assembled as complete sets. The material will not be returned.

Please note that the applicant will be contacted if the assessment committee wishes to see further documentation and/or include work not listed in the application.

The applicant will be assessed according to the Ministerial Order no. 284 of 25 April 2008 on the Appointment of Academic Staff at Universities.

University of Copenhagen encourages all interested in this post to apply.

Please send the application marked file no.: 211-0916/12-3012 and the title of the clinical professorship to:

The Faculty of Health Sciences
University of Copenhagen
Blegdamsvej 3 B
DK-2200 Copenhagen N

The closing date for applications is 19 March 2012.

Material received after this time will not be considered.
Material delivered by hand must be delivered to the “Information Desk” situated at the first floor at the address mentioned above.

Electronic applications will not be accepted.

The Faculty of Health Sciences comprises app. 7500 students, app. 1500 PhD students and app. 3200 employees. The Faculty creates new knowledge and recognition through its core activities: research, teaching, knowledge sharing and communication. With basic research fields ranging from molecular studies to studies of society, the Faculty contributes to a healthy future through its graduates, research findings and inventions for the benefit of patients and the community.

Example of an earlier SUND-department’s (in which MP has been employed) presentation of the organisation of the department (copied from KU’s website):

**Medicinsk Anatomisk Institut**

*Ledelse pr. 1.1.2006*

Instituttet ledes af institutleder, professor, dr.med. Ole William Petersen.


**Organisation**

Instituttet er organiseret omkring syv selvledende forskningsgrupper, fordelt på to overordnede enheder. Desuden er vi organiseret omkring en fælles administration, inklusive undervisningadministration, driftsfunktion, it og web-administration samt fotograffunktion.

**Adresse**

*Panum Instituttet*
Blegdamsvej 3
2200 København N
*Telefon 35 32 72 50*
*Donationsordningen 35 37 66 90*
mail@mai.ku.dk
www.mai.ku.dk
*Fax 4. etage 35 32 72 85*
*Fax 3. etage 35 32 72 69*
Institutlederens årsberetning

Instituttet har fortsat forberedelsen af den nye institutstruktur, og personalaet vil fremadrettet fordele sig på de fire nye biomedicinske institutter.

Seneste historiske udvikling

Forskningsmæssigt har vi organiseret os i en cellebiologisk og en neurobiologisk enhed. Inden for de to enheder har vi endvidere organiseret os på en matrix-lignende facon dels i deciderede forskningsgrupper/laboratorier, hvis styrke er den fælles faglige ekspertise, og dels på tværs heraf i temporære forskningstemaer, hvis styrker er de tværfaglige interesser grupperne imellem og den midlertidige karakter, som løbende tager højde for forskningens dynamik (se temaerne under forskningsvirksomhed nedenfor).

Neurobiologi


Information from KU’s website on the Department where MP was employed in the last year(s) of her employment at KU:

24.10.2011-PJ

Information on the Department of Neuroscience and Pharmacology

Milena Penkowa was employed at the Department of Neuroscience and Pharmacology (Institut for Neurovidenskab og Farmakologi).

Head of the Department is Professor Albert Gjedde, tel. 3532 7863, e-mail: gjedde@sund.ku.dk

The following information can be found on the Department’s website:

The Department of Neuroscience and Pharmacology is engaged in research and education in the nervous system's development, structure, function and diseases. There is an additional interest in research and education in medicinal production and effects.

Research ranges from studies of the nervous system’s higher functions and diseases to the study of neural tissue at the cellular level, as well as extensive research in molecular pharmacology.

Staff

The Department has 325 employees including associate professors and professors, technical and administrative staff, and others including adjunct staff, post. docs., Ph.D. students, lab assistants, and undergraduate students.
Network

The Department's employees are involved with a number of Danish and International research networks including the Center for Healthy Aging, the Lundbeck Foundation Center for Biomembranes in Nanomedicine, the Danish Cerebrovascular Ion Channel Group, the Centre of Inflammation and Metabolism, Nutrexceptors, IARU, the BioSCART Center of Excellence, Synthetic Biology, as well as the new Novo Nordisk Foundation Center for Basic Metabolic Research.

The Department of Neuroscience and Pharmacology

The Department of Neuroscience and Pharmacology is the first department of Neuroscience at the University of Copenhagen, and the creation of the department reflects the global interest in research in neuroscience.

The Department is spread out over several buildings at Panum Institute under the Faculty of Health Sciences (Blegdamsvej 3B, 22 Copenhagen N). The Institute of Eye Pathology is situated at Rigshospitalet (Blegdamsvej 9, 2100 Copenhagen Ø), the Bionanotechnology and Nanomedicine Laboratory is situated at the Nano-Science Center at H.C. Ørsted’s Institute (Universitetsparken 5, 2100 Copenhagen Ø), the Laboratory of Neuropsychiatry is situated at the Psychiatric Center at Rigshospitalet.

The Department was created in connection with organizational restructuring at the Faculty of Health Sciences on the 1st of January, 2007, and the Department consists of research groups from almost all previous departments at the Faculty.

The Anthropological Laboratory and two research groups from the Department of Exercise and Sport Science were previously in Building 33.3, which is presently occupied by the Department.

There are 10 laboratories, 2 clusters, and 1 research school affiliated the Department.

Department Goal

The Department of Neuroscience and Pharmacology has an overall objective to obtain new knowledge on the functions of the nervous system and the effects of medicines, as well as instruction in these areas of research.

Communication

The Department's research is disseminated through international scientific publications, through research-based instruction, and through direct dialogue and cooperation with community hospitals, industry, and the greater community.