



UCCH Breakfast

February 4, 2022

Two years Mildred Scheel Cancer Career Center (MSNZ) at the UCCH/UKE: Review and Outlook

Dr. Inga Melzer, Coordinator MSNZ HH

MSNZ HH: Board and Core Team:



Prof. Dr. Blanche Schwappach-Pignataro

Dekanin der Medizinischen Fakultät



Prof. Dr. Carsten Bokemeyer

Klinikdirektor, Sprecher und Direktor UCCH



Prof. Dr. Kai Rothkamm

Wissenschaftlicher Laborleiter, stellv. Direktor UCCH



Prof. Dr. Gunhild von Amsberg

Wissenschaftliche Laborleiterin Martini-Klinik



Prof. Dr. Klaus Pantel

Institutsdirektor, Vorstandsmitglied des UCCH



Prof. Dr. Stefan Rutkowski

Klinikdirektor Pädiatrische Hämatologie und Onkologie



Prof. Dr. Nikolas von Bubnoff

Klinikdirektor GF Vorstand UCCSH



PD Dr. Alexander Stein

Hämatologisch-Onkologische Praxis Eppendorf (HOPE)



Prof. Dr. Matthias Wilmanns

Direktor EMBL, Außenstelle Hamburg



Dr. Inga Melzer

Leading Coordinator MSNZ HH



Dr. Natascha Kömm

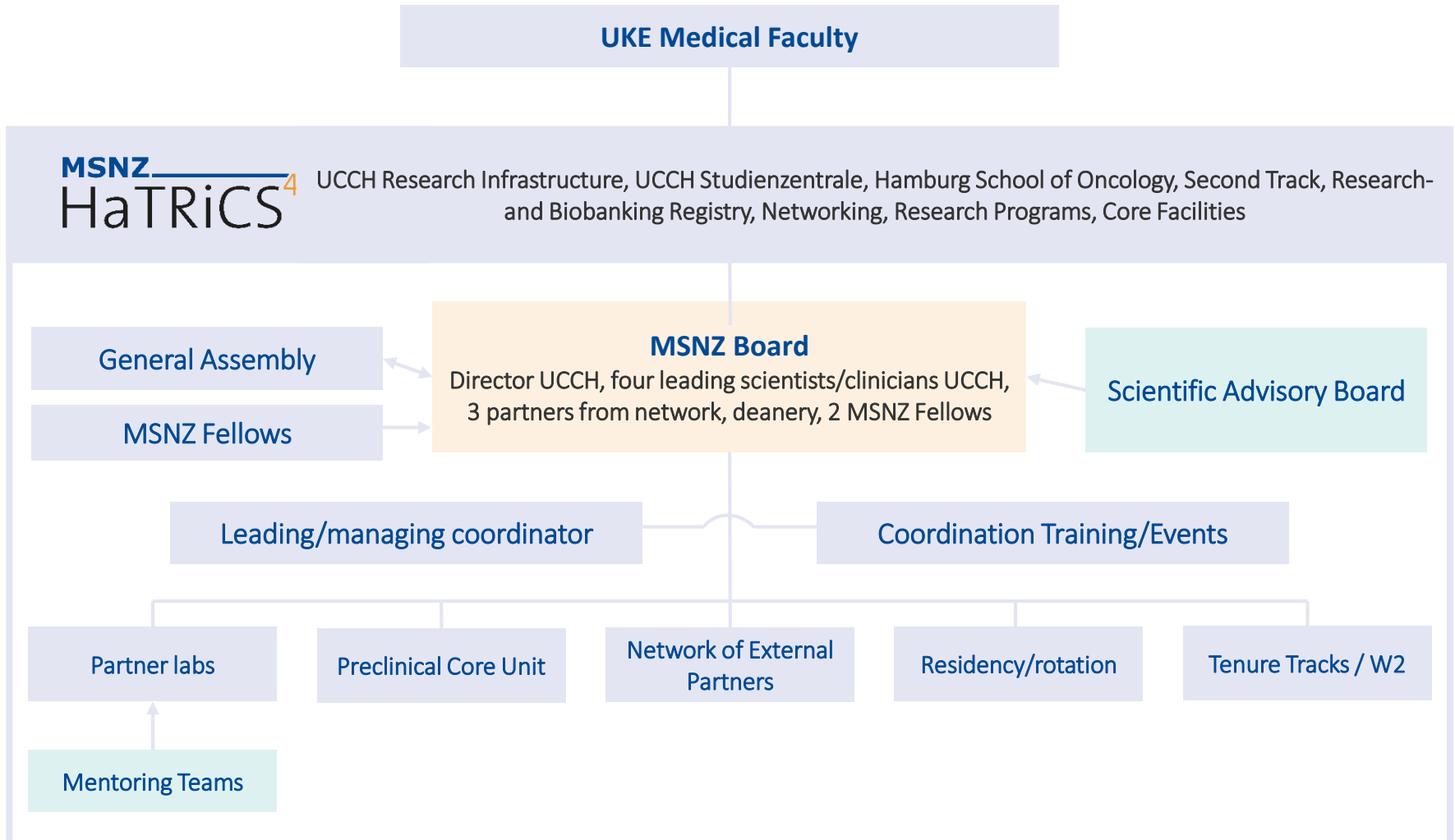
Coordination Training & Events MSNZ HH



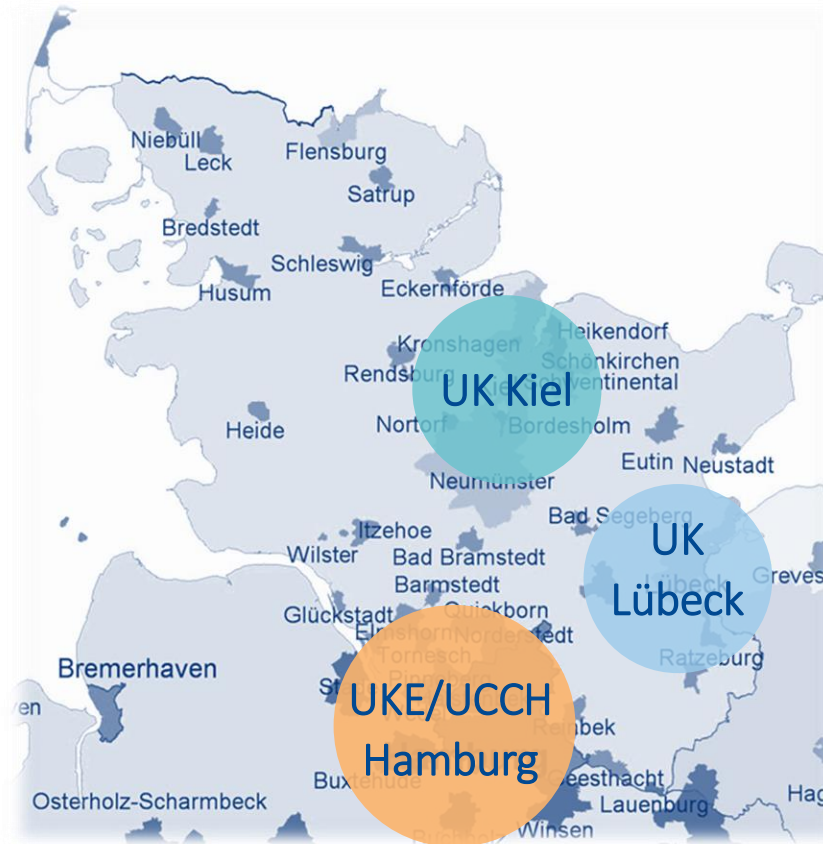
Michael Horn

Head Technician Core Facility In Vivo Imaging MSNZ HH

Organizational Structure of the MSNZ HH:



Our Network:



UKE

krebsversorgende Kliniken

Klinische Partner

15 Kliniken & Krankenhäuser

Studiennetzwerk:
15 onkologische Praxen & 2 niedergelassene Strahlentherapeuten

UKE

krebsforschende Institute & SFBs

Großforschungseinrichtungen

DESY

EMBL

BNITM

HPI

Helmholtz hereon

Industrie- & wissenschaftliche Partner

2Curex GmbH

Fraunhofer IAP CAN

CSSB

Life Science Nord Netzwerk

BMS GECI

Fraunhofer IMTP

Uni & TU Hamburg

Nanotechnologie

Photonik

Mess- & Medizintechnik

Cancer Fighting Center Hamburg

Indivumed

Strahlenzentrum Hamburg MVZ

PHILIPS

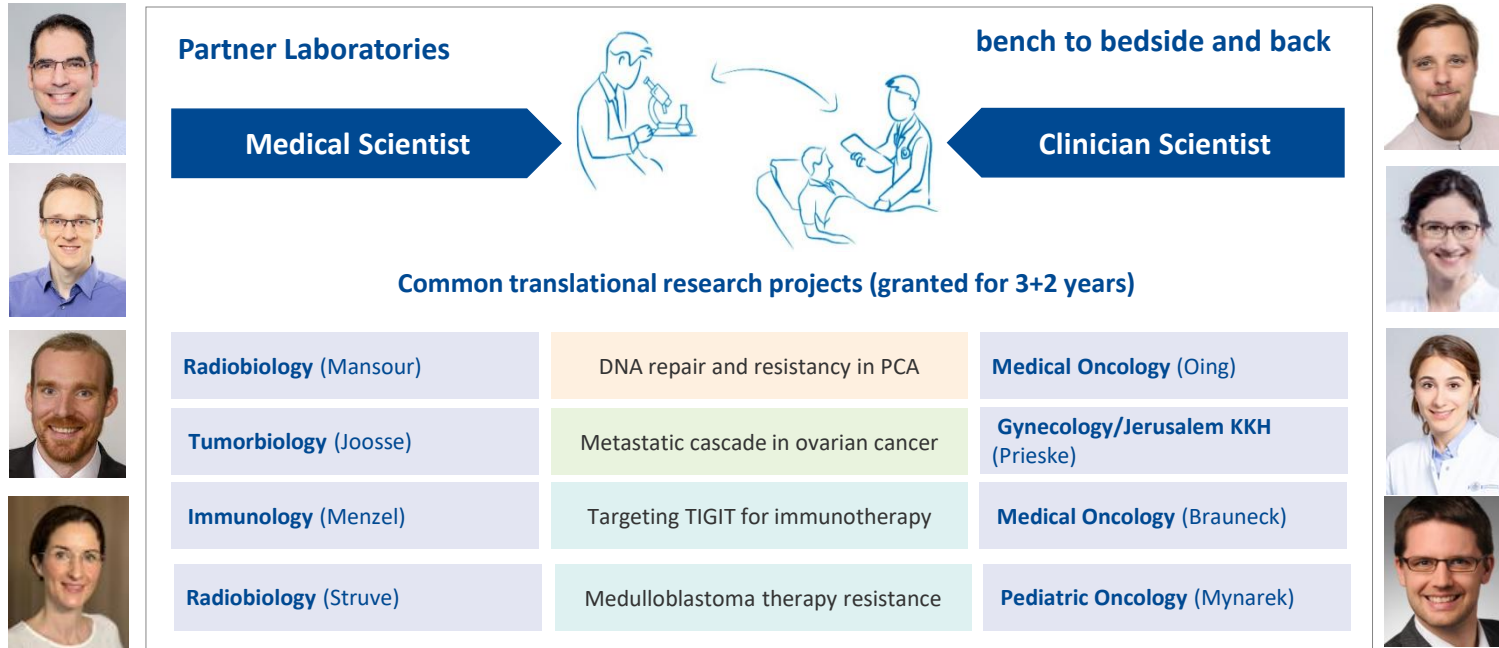
Handelskammer Hamburg

Our Current Funding Lines

Short Term Clinician Scientist	Long Term Clinician Scientist	Long Term CS + ext. Partner	Medical Scientist + ext. Partner	Partnerlab = MS + CS
<ul style="list-style-type: none"> • 6-12 months 50%, • 2 calls/year • 1-4 approved fundings/call 	<ul style="list-style-type: none"> • 2-3 yrs 50%, • 2 calls since 2019 • Next call end of 2022 	<ul style="list-style-type: none"> • 2-3 yrs 50% + 5000 € consumables/year • One call since 2019 • Next call end of 2022 	<ul style="list-style-type: none"> • 2-3 yrs 100% + 5000 € consumables/year • Two calls since 2022 • Next call end of 2022 	2-3 yrs 100% MS + 50% CS (or as applied for)+ 80.000 €/year (min. 20.000 € for consumables)
Participants up to now: 15, mainly Ä1, but also Ä2 and Ä3	Participants up to now: 3 (Ä1, Ä2, Ä3)	Participants up to now: 3 (Ä1, Ä2)	Participants up to now: 4 (1xE14, 3 x E13)	Participants up to now: 4 CS (1x Ä1, 3 x Ä2); 4 MS (1x E14, 3 x E13)

- Short Term CS is excellent tool to initiate new projects/finish up studies/publications etc. and is high in demand
- „Why not more funding for MS (higher need ?)?“

Mildred Scheel Cancer Careers Center Hamburg: our current Fellows



Short Term CS: Jenny Krause (I.Med), Kornelius Schulze (I.Med), Joseph Tintelnot (II.Med), Martin Schönlein (II.Med), Leonie Konczalla (Chirurgie), Mara Götz (Chirurgie), Julia Stadler (Dermatologie), Lara Bußmann (HNO), Kerstin Schütze (PHO), Levi Matthies (MKG Chirurgie), Annika Heuer (Unfallchirurgie und Orthopädie), Franziska Brauneck (II.Med; jetzt Partnerlabor), Martin Mynarek (PHO, jetzt Partnerlabor)

UCCH Drittelstipendien with MSNZ participation: Antonia Fitzek (Pathologie), Tara Leven (PHO), Jochim Reinert (II.Med), Lukas Böckelmann (II.Med)

Mildred Scheel Cancer Careers Center Hamburg: our current Fellows

Medical Scientists + ext. Partner

Dr. Judith Niesen + Fraunhofer ITMP/Screening Port, Pediatric Oncology



Dr. Marina Mutas, Tumorbiology + Fraunhofer IAP CAN, Prostate Cancer, nanoparticles



Dr. Stefan Werner Tumorbiology+ EMBL HH, Breast Cancer/Structural Biology



Dr. Katharina Jähn-Rickert, Osteology + DESY HH/Helmholtz Zentrum Geesthacht, Bone Metastases



Clinician Scientists

Dr. Franziska Modemann, Medical Oncology (AML)



Dr. Thorsten Frenzel, MVZ, Radiobiology, Radiation Therapy (Prostate Cancer)

Dr. Annika Wefers, Neuropathology, Neurooncology



Clinician Scientists + ext. Partner

Dr. Christine Nitschke, Surgery + 2curex GmbH, Prostate Cancer



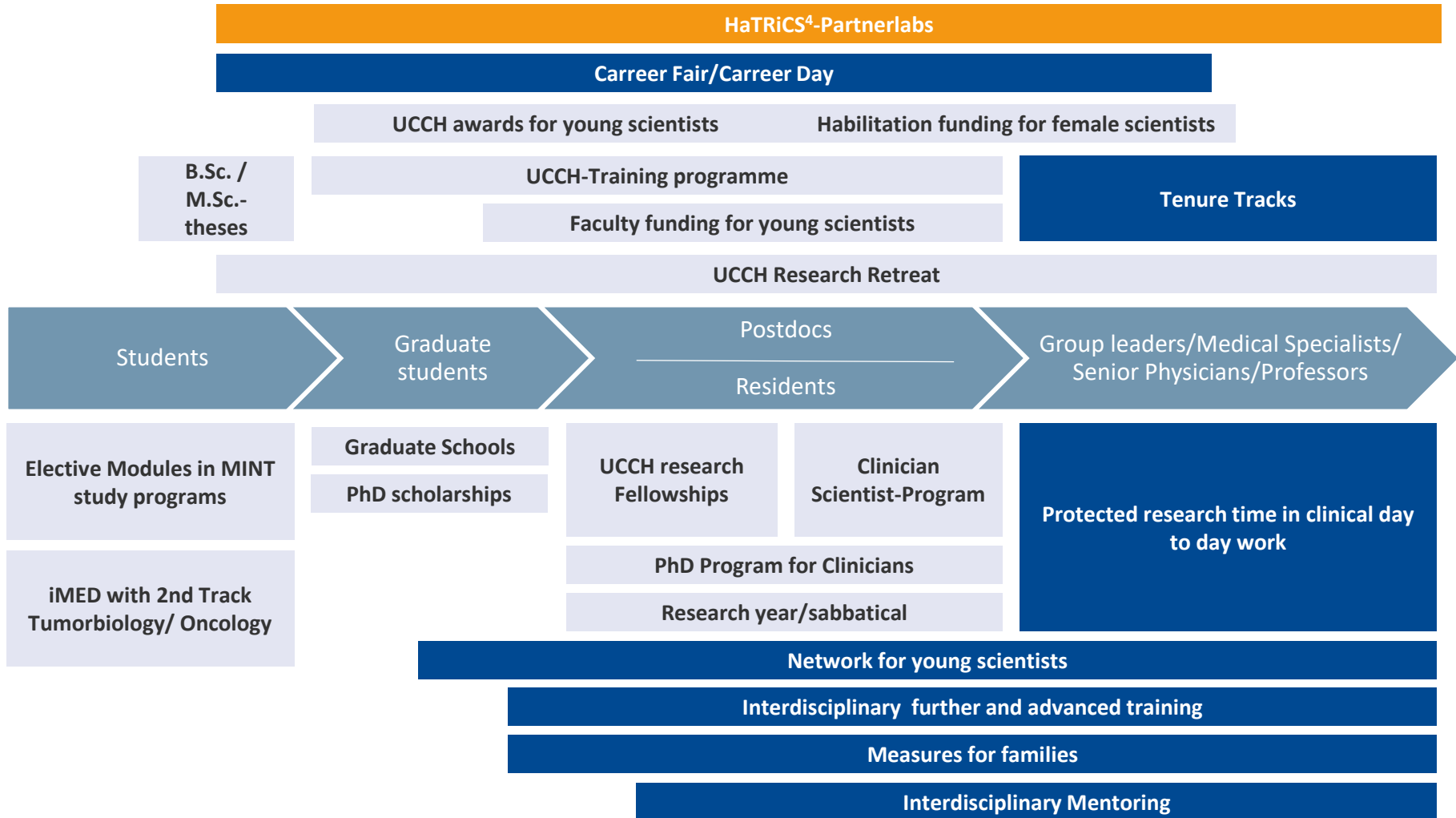
Dr. Fabian Knörr, Pediatric Hematology/Oncology + UKSH



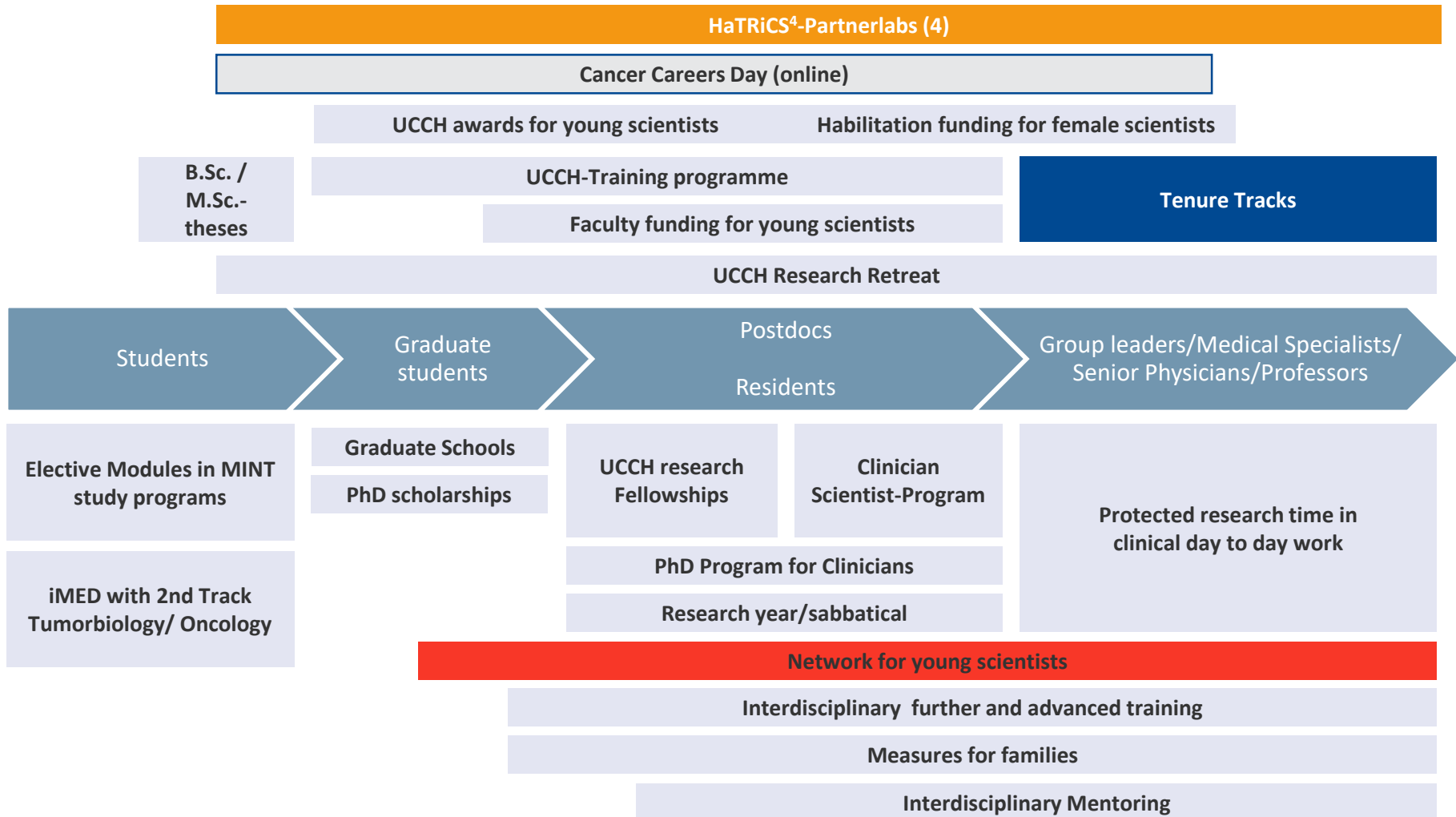
Dr. Michael Bockmayr, Pediatric Hematology/Oncology + TUHH, Artificial Intelligence in Oncology



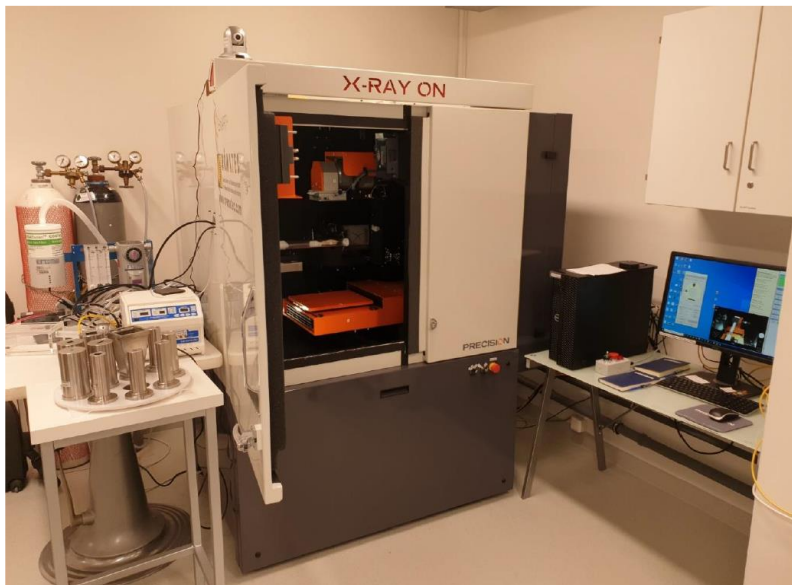
Planned measures 2019 (dark blue):



Established Measures (as of 12/2021)



Established Measures: Core Facility „Multimodal Preclinical Imaging and Precision Irradiation (SmART= Small Animal Radiation Therapy)“



- Mimicking clinical radiotherapy with inclusion of bioluminescence
- Partially (1/2) funded by MSNZ
- Set up and established by MSNZ fellow Thorsten Frenzel
- Previous NORD Seminar 15.12.2021 (slides or overview on request)
- Support and collaboration requests to frenzel@uke.de
- Device is unique in Germany in the current configuration

Established Measures: Cancer Careers Day



Cancer Careers Day - November 19, 2021

Is there a life after your PhD?

Doing a Postdoc and not sure where your talents and your hard work will lead you?
Doing your specialist training or working as a CS and considering other career options?

We will help you to shed light on those questions with our joint Career Day events!

Together, the MSNZ/UCCH and the UCCSH have established a series of events where we will give you an overview about career options within and outside of the „classic“ academical world. In discussions and interviews with experts from all kinds of fields from classic (but also unconventional) „university jobs“ over pharmaceutical industry to communication, law, PR and others you will get a glimpse of what all of these jobs actually look like and which skills are needed to succeed.

On November 19, 2021 we will introduce „Career Options in the Pharmaceutical Industry“:



Zoom Meeting

<https://uni-hamburg.zoom.us/j/64021678248?pwd=Mk91NlJqdEUxOGNqazNR509MR2k5UT09> (Link ist klickbar)

Meeting-ID: 640 2167 8248 - Kenncode: 03685430

Please register at: ucch.science.info@uke.de

- After delayed start (in 2021 instead of 2020) switch to a compact online format & cooperation with UCCSH
- Overview talk about possible positions followed by panel discussion with panelists from the respective field & short breakout rooms with panelists
- First event November 19, 2021 (Friday afternoon) big success with > 90 participants
- Very positive evaluation ("It was by far the most useful seminar on careers in science that I have attended. Congratulations to the organizers and speakers.“)

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- Next CCD is planned for April 1, 2022, 1 pm
- Topic will be (based on the evaluation/the wishes of the participants): Research Careers at Universities and other public research institutions („Hochschulkarrieren“)
- Overview talk by Katharina Helmig from the „Deutscher Hochschulverband“,
- Panelists from all positions will be acquired
- „second part“ of „Hochschulkarrieren“ on May 5 or 6, 2022: careers in communication, science management, coordination etc.

Established Measures: Evaluation/general Feedback from Fellows/ Protected Research Time for CS

- Long-term Fellows (CS, MS and Partner Labs) have to submit a short report every year inspired by a questionnaire, Short-Term Fellows write a short final report after finishing the fellowship
- Content: progress in project/changes in time plan; progress in career (applications etc.); usage of the diverse accompanying program (workshops, mentoring, coaching etc.), suggestions/wishes for the current year
- Protected Research Time not always successfully established. 100% release is easier to protect than day to day release (e.g. 2 days/week)
- Protecting research release is often perceived as difficult because of conflicting interests (interests of supervisor/head clinician; interests of colleagues, family interests...)



Source: [\(3\) Clinician Investigator Trainee Association of Canada - CITAC](#)
[| Facebook](#)

Established Measures: Network for (Young) Scientists/Voicing Interests & Participation in the UCCH

- Very positively evaluated (despite mostly online meetings): MSNZ Stammtisch (once per month), online + restaurant afterwards
- Meeting like-minded people outside your own „bubble“ and fruitful exchange in workshops
- Idea of Fellow Participation in the MSNZ Board: implemented
- General Assembly (all Fellows with Board) planned for May 19, 2022
- Networking also established with other MSNZs (Würzburg, Cologne/Bonn, FFM and Dresden), several online meetings in 2021



Quelle: pixabay.com

Established Measures: Network for (Young) Scientists/Knowledge Management

New networking format: „MSNZ meets ...Hamburg Science Partners“:

- Networking Symposium co-organized by MSNZ Fellows: foster interaction with external partners like DESY, Helmholtz Institutes, EMBL HH, Fraunhofer to initiate new interdisciplinary projects: February 10, 2022, 1 p.m.

Newly established seminar series „MSNZ meets...UKE (Scientific) Support“

- First Seminar on January 27, 2022 with Dr. Malik Alawi, CF Bioinformatics, > 70 participants; good reception
- Further seminars planned (imaging, animal work, etc.)



Established Measures: Interdisciplinary Further and Advanced Training, Coaching and Mentoring

Scientific Skills

- Methodological Training (e.g. FACS, Microscopy, Animal Experimental Work)
- Good Scientific Practice
- Systematic Review and Metaanalysis
- Basics in Statistics
- Big Data/Bioinformatics

Key Skills

- **Leadership Skills (e.g. Delegation, Time Management, Communication, “good Leadership)**
- Acquisition of Funding
- Presentation & Self Marketing
- Appointment Training (Professorship)
- Didactic Training (for teaching appointments)
- Project Management

Individual Coaching, Mentoring, external Partnerships/Network, Cancer Careers Day, Monthly Networking Events, Research Retreat, Research Seminars (NORD Seminar, MSNZ DE Seminars, Conference and Travel Funding,



Dr. Natascha Kömm, Coordination of Training & Events

Established Measures: Leadership Workshop Series and individual Coaching with Dr. Regina Pingel

Dr. Regina Pingel: > 10 years experience in leading positions, certified Business Coach, certified Coach Harrison assessment, HBDI Trainer, Whole-Life Profile Coach: „For me, coaching is the open, respectful and goal-oriented dialogue of equal people with the intention of reflecting and analyzing the framework conditions and effects of individual (non-)actions in order to develop and practice new goals and goal-oriented behavioral strategies. It is the targeted individual support and promotion of managers and employees, especially in personal development or transition phases.”



Workshop 1:
Career Plan/
Career Strategy,
personal
prerequisites

Workshop 2:
Basics in
Communica-
tion
Difficult
Conversations

Workshop 3:
Leadership Skills
Styles, Tools,
Delegation and
more

Workshop 4:
Self- and Time-
Management

Workshop 5:
Presentation,
or....?

Upcoming: Structured Curriculum with mandatory and elective options:

	Fortbildungsangebot	Dozent/in bzw. anbietende Institution	Veranstaltungsfrequenz
Wissenschaftliche/methodische Fähigkeiten (aus diesem Pool sollen x Angebote belegt werden)	Systematischer Review und Metaanalyse	Levente Kriston	Jährlich
	R-Kurs	Malik Alawi	Jährlich
	Statistik-Kurs	Fr. Sehner	Jährlich
	Optional: Basis-Vorlesung Onkologie für Naturwissenschaftler/innen	?	?
Schlüsselqualifikationen (aus diesem Pool sollen x Angebote belegt werden)	Recherchieren, Präsentieren, Diskutieren	Annette Raabe	Jährlich
	Fördermittel einwerben	?	Jährlich
Pflicht-Elemente (für Langzeit-Geförderte)	Coaching (Workshop und Einzel-)	Regina Pingel	Fortlaufend
	Mentoring	Individuelle Auswahl des/der Mentors/Mentorin	Fortlaufend
	UKE-Führungsschein	ABK	1-2x Jährlich

(Established with/by Dr. Natascha Kömm and Dr. Annette Raabe)



Additional training and educational options:



Optionale Elemente	UCCH Research Retreat	UCCH	Jährlich
	MSNZ-Stammtisch	MSNZ HH	Monatlich
	NORD-Seminar	UCCH/UCCSH	Wöchentlich
	Weitere Angebote der HRA oder der PE der Uni HH	HRA, PE	-
	Angebote der and. MSNZ-Standorte in Deutschland	MSNZs DE	-

New @ MSNZ HH: University Career Webcasts by Dr. Dieta Kuchenbrandt (academic career coach, also with Uni HH):

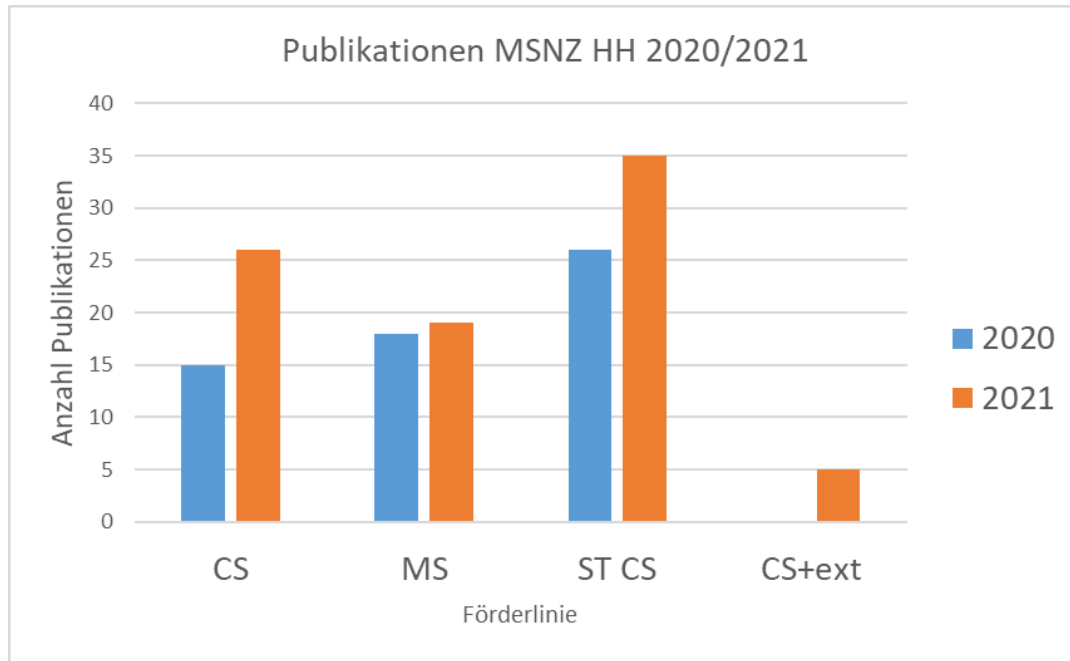
- Concise self-learning format (available for one year; learn in your own time) plus optional 1:1 coaching
- Several webcasts: "Professor Wanted - Planning and Optimizing Your Academic Career", "First Audition - Applying for Professorships" (in German and English) and: "Sprungbrett Forschung- Bewerbung auf Postdoc-Stellen,, (in German only up to now)



Established Measures for Family Support:

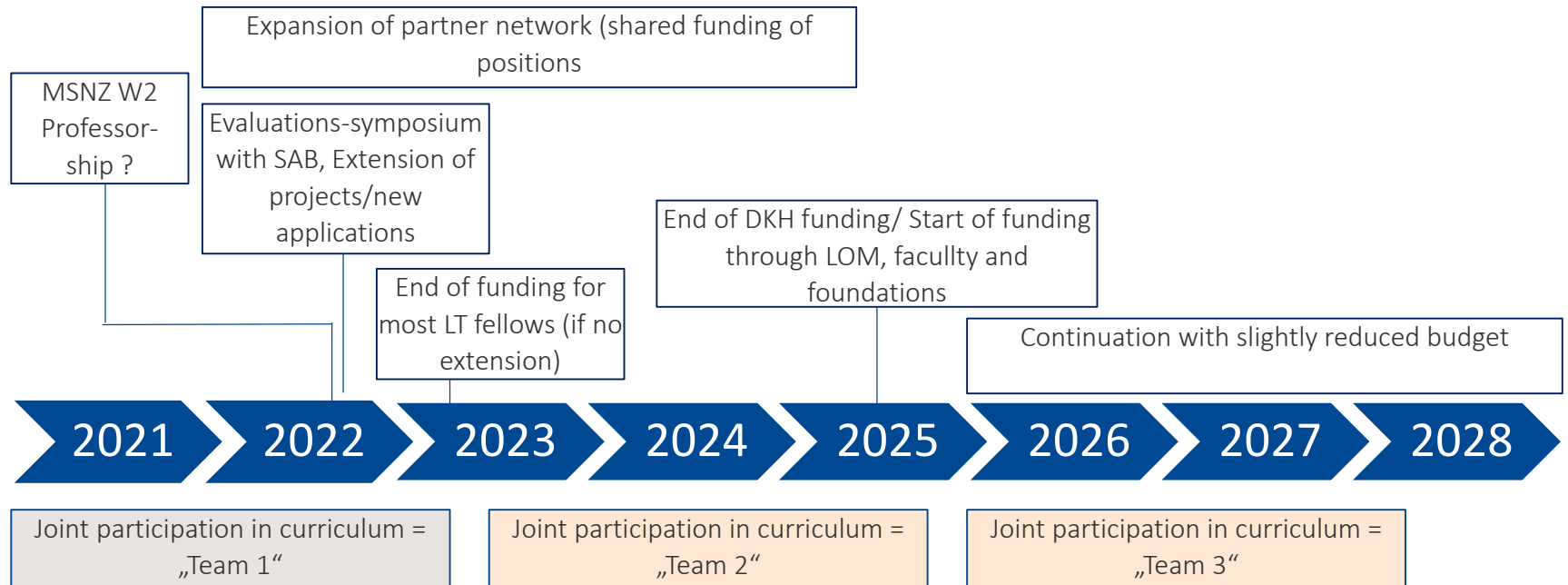
UKE kindergarten with weekend care and short-term care	Young & Old: perks for grandma's help service - Family Service	Sabbatical
Family Care Time	 	Advancement of Femal Leaders at UKE: 38% Female PIs at UCCH 30% Female professors at UCCH
Free Childcare during School Holidays at UKE		Part-time and flexitime arrangements
Monthly and Long-Term Time Working Hours Account	Equipment with laptops for the purpose of mobile work expansion	Role model function /input from mentor teams
Technical support for lab work during parental leave (already applied for/ granted twice)	Home emergency care (Notmütterdienst HH + Notfallmamas HH, used already several times).	

Output (as of 08/2021; update will follow soon)



- Positive/increasing trend in publications, increasingly with inclusion of MSNZ affiliation (i.e., submitted after funding began).
- Other positive developments: Professional advancement of fellows (senior physician position; other managerial functions), three completed Habilitations, two permanent contracts (one part-time)

Timeline/Outlook:



Committee work, political positioning of residency/CS issues and target positions for MS and CS involving faculty and state government.

Tasks to solve/Challenges:

- Very few permanent positions available for MS, meanwhile high demand: Jobsharing in PI positions and professorships ?
- Difficulties to realize protected research time for CS (extremely high workload): continous exchange with clinical department heads in case of problems, diligent time planning, jobsharing in professorship (with MS? Partner Lab model?)
- Additional (public?) fundraising to ensure the continuation of the MSNZ HH at the best possible level
- Improve exchange with other MSNZ in DE while at the same time „competing“ with other MSNZ
- Improve outreach and public relations (for fundraising but also to raise awareness for the problems in Germany’s academic system)

Upcoming Open Events 2022:

- **8.2.2022, 5 pm:** NORD Seminar (online): PD Dr. Wael Mansour: „Targeting the prostate cancer genome: first steps towards personalized therapy“
- **10.2.2022, 1 pm:** Symposium: MSNZ meets.....Hamburg Science Partners (online)
- **1.4.2022, 1 pm:** 2nd Cancer Careers Day: Research Careers in Academia (online)
- **5. or 6.5.2022, 1 pm:** 2nd Cancer Careers Day (part 2, online): Career Options at Universities outside of Research (=communication, coordination, management,...)
- **30.6.2022:** next Deadline ST-CS Fellowships
- **19./20.8.2022:** UCCH Research Retreat
- **November 2022:** MSNZ Symposium (presentation of fellows and evaluation of 3 years MSNZ)

Thank you!

For more information: msnz@uke.de or www.uke.de/msnz

or follow us on LinkedIn:

<https://www.linkedin.com/company/mildred-scheel-cancer-career-center-msnz-hamburg-hatrics-4>

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Hubertus Wald Tumorzentrum –

Universitäres Cancer Center Hamburg

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