

Core Technologies for Life Sciences



Agenda



President Report CTLS activities

- o Information: CTLS2023 Budget and Participants Feedback (Robbie Sinnott)
- o Information: Update CTLS Governance and Administration
- o Information: CTLS Promote education and professional development
 - CTLS Webinars
 - RItrainPlus EU project update
 - CTLS Professional Development Course 2023
- Information: Enhance networking opportunities and counseling
 - Shadowing and Staff Exchange program
 - Mentorship program
- o Information and Voting: Intensify our relationship with Corporate and Institutional Partners
 - Voting: MoU ABRF-CTLS
- o Information: Representation and Promotion of CTLS
- Information: Intensify CTLS visibility and outreach
- Voting: Budget discussion and decision
- Voting: New EC member

> Other business





	2023 Core Technologies for Life Sciences Actual Budget 16.11.23	o ongress
	Actual Budget 10.11.23	
SUMMARY INC	COME AND EXPENDITURE	•
	Income	
1 Registration F	ees	€63,250.00
2 Gala Dinner		€3,585.37
3 Sponsorship &		€63,165.00
4 Seed Funding		€13,637.50
TOTAL INCOM		€143,637.87
	Expenditure	
	bstract & Conference Management	<i>-</i> €22,850.94
2 Venue Costs -		-€51,248.60
3 Welcome Rece	eption & Executive Committee Dinner	-€ 9,534.79
4 Conference Di		<i>-</i> €19,170.93
5 Delegate Mate		-€2,302.56
6 Marketing & P		-€1,580.55
7 Exhibition & P		€0.00
8 Signage & Dée		-€1,544.8 8
9 Speaker/CTLS	•	<i>-</i> €13,903.01
10 Miscellaneous		-€ 5,206.50
TOTAL		-€127,342.7 7
TOTAL INCOM		€143,637.87
TOTAL EXPEN	IDITURE	-€127,342.7 7
	ome VS Expenditure	€16,295.10
VAT taken on		€4,504.63
Total Funds to	be sent to DCU	€20,799.73
Repayment of	seed money to DCU accounts	€13,637.50
Total Profit	seeu money to beo accounts	€7,162.23



	Very Satisfied	Somewhat Satisfied	Neither Satisfied nor Dissatisfied
Q1. How satisfied were you overall with the conference?	83.8%	13.5%	2.7%
Q2. How satisfied were you with the quality of the content presented at the conference?	81.1%	13.5%	2.7%
Q3. How satisfied were you with the variety of topics presented at theconference?	78.4%	16.2%	5.4%
Q4. How satisfied were you with the opportunities to meet /expand your network with other core facilities?	78.4%	18.2%	2.7%
Q5. How satisfied were you with the venue ? (Including meeting facilities,lunches, staff, etc.)	75.7%	13.5%	8.1%
Q6. How satisfied were you with the social programme ?	78.4%	16.2%	5.4%

	Yes	No	Don't know
Q7. Are you planning to return to CTLS2025 in Brno?	75.7%	5.4%	18.9%

CTLS administration: European Science Foundation



- > ESF update
 - o Contact: Sofiia Sehin
 - Change CTLS address: ESF contacted a Lawyer (they will pay!): CTLS-EC was contacted by Vice-President Ralph Palmisano to accept the changes suggested by the lawyer: CTLS Statutes followed "Alsace Moselle" rules and the change of Address to ESF in Strasburg
 - CTLS lawyer's mission: To assist and advise CTLS in the effective transfer of its registered office from its current address at 1, quai Lezay-Marnézia in 6700 STRASBOURG to the ESF premises, with a change in its legal status, and to this end to draw up all legal documents, obtain all useful signatures and carry out all formalities with the register of associations of the Strasbourg judicial court.
 - > The tax aspects of this transfer of CTLS's registered office and legal status are excluded from the scope of this assignment
 - CTLS has a new Webmaster: Emmanuelle Dupé (her website: www.a3design.fr). She will help us/ESF with the website and the membership module administration
 - Contacts has been taken with the chartered accountant to organise take-over. Caroline Lambert (ESF) contacted a much cheaper accountant

Strategic Actions for 2020-2025 Key Activities



- Promote education and professional development of members leading to career advancement via mentoring and shadowing programs; "CTLS Diploma", a flexible portfolio-based course of study designed by the candidate, their line-manager, and input from CTLS Fellows (clear example at the RMS)
- Enhance networking opportunities among members and offer counselling: access to peers for knowledge and experience exchange; mentoring program
- Intensify visibility outreach: explore new ways of facilitating and expanding the international scope of the CTLS; social/public events; school outreach
- Start showcasing corporate sponsors and technology developers by organizing workshops/courses with industry, providing an opportunity for them to present their new methods and technologies, and for us to have a say on those developments



CTLS Promote education and professional development

Training Working Group training@ctls-org.eu

Chair: Luisa Cortes – Co-Chairs: Veronica de Sanctis & Viktoryia Sidarovich

RItrainPlus EU project

CTLS Professional Development Course



Would you recommend this workshop to your colleagues? 11 responses

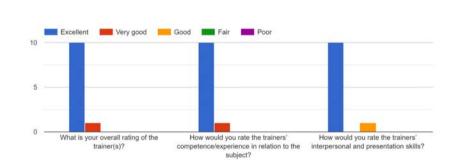




CTLS Professional Development Course



2nd Professional Development Course for Core Facility Staff for CTLS (hfp)



Trainer rating

Students experience on this course

"Excellent!"

"Mind opening, with a lot of content that can be put in practice"

"I have never attended a course that would create such an open and interactive environment. Trainers have exceptional skills"

"The course was very engaging and presented me with many tools that I can apply immediately, as well as the opportunity to practice using them"

"Very respectful and open conversations with good examples and much time to practice on our own examples"

"Great content, great people, great atmosphere"

CTLS Webinars



Continuing to engage with the community

> Workshops



FEBRUARY SESSION: MENTORSHIP WORKSHOP Virtual Event

Workshop: "Best practices to turn diversity into an asset for your research environment", Dublin, CTLS Together with RItrainPLUS <u>PLUS</u>



CTLS/RITRAIN+ Workshop

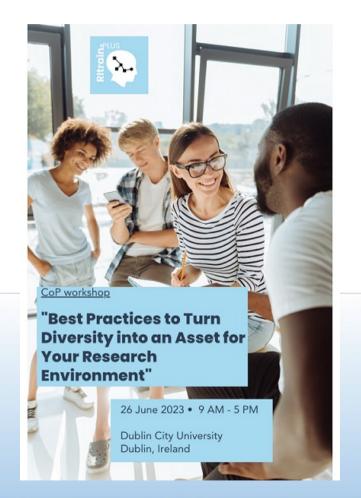


Best practices to turn diversity into an asset for your research environment, Dublin City University, 26 June 2023

The goals:

- Understand what diversity and inclusion really mean and how it benefits science.
- Raise awareness of common biases in the workplace and how to constructively counter them.
- > Learn from case studies what the challenges are and, at the same time, the value of a diverse research environment.
- > Understand the skills and tools that are required to master these situations.
- Collect best practices on how to address diversity in a team and in collaboration with users.
- Generate constructive and creative ideas on how to get positive outcomes in challenging situations.

The workshop was conducted by Hfp consulting with the help of CTLS members



Great Success and Happy People!

Blog in RItrainPlus website



hfp consulting – supporting leadership in science

Answering quickly

En- Cookie

Thinking Fast

and Sto

DEI topics within my circle of influence

- recruitment - getting involved in institutional initiatives - raising awareness - raising the r

acks For core facilities

Circle of Influence

DEI



Are you keen to see diversity, equity and inclusivity in CTLS and your workplace?

Please contact **Natalie Homer**: (<u>n.z.m.homer@ed.ac.uk</u>) if you would li ke to be part of the DEI focus group. You do not need to have attended the workshop to join the focus group

RITRAIN+ pilot courses: June-September 2023

T • •



	lotal	Female	
Coaching Development Programme	10	6	
Data management	44	20	
Ethical, Legal and Social implications in Research Infrastructures and Core Facilities	31	16	
Innovation, Entrepreneurship and Engagement with Industry in RI and CF	30	20	
Managing the lifecycle of a RI	34	22	
Socio-economic impact of RIs	22	15	
Team Building and development	26	17	
Numer of confirmed courses	197	116	

171 Applicants 277 Course applications Some applicants applied for more than one course





-

Female% 60,0 45,5 51,6

66,7

64.7

68,2 65,4 58,9

Managing the Lifecycle of an Ri

Ethical, Legal and Social Implications in Data management Ris and CFs Innovation, Entrepreneurship and Engagement with Industry Socio-economic impact of RIs

Coaching development program

Team Building and Development

The program is aimed at managers, operators and other professionals in Research Infrastructures and Core Facilities. The participants can take up either the whole programme or take an individual short course that best fits their needs. The pilot courses are offered free of charge

https://ritrainplus.eu/



Enhance networking opportunities and counseling

Focus group: Shadowing and Staff Exchange program was launched at the start of June 2022 and continue in 2023

Focus group: Mentorship program

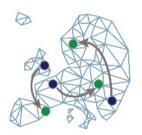
- Online interactive Mentorship program: You can participate as Mentor of Mentee!
- ✓ Session at CTLS2023 on Mentorship chaired by Josh Rappoport and Ian Brewis, dedicated to the promotion of the CTLS Shadowing and Mentorship programmes, and the importance of mentorship from a mentor and a mentee perspective
- RltrainPuls EU project

Shadowing and Staff Exchange Programme



Visits of up to one week for people to develop core facility management skills and to network

- > 2022 Scheme
 - > 10 Expression of Interest (EoIs), 8 full applications, 7 Awards for good or excellent applications



- Ana Biscaia Santos (Lisbon, Portugal) visited Julia Fernandez-Rodriguez (Gothenburg, Sweden) in the area of *histology and cellular imaging* (EM, LM and sample preparation)
- Daniele Peroni (Trento, Italy) visited Carina Sihibom (Gothenburg, Sweden) in the area of proteomics
- Viktoryia Sidarovich (Trento, Italy) visited Anja Mezger (Stockholm, Sweden) in the area of single-cell biology
- Julien Fernandez (Pasteur Institute, France) visited Julia (Gothenburg, Sweden) in the area of cellular imaging
- Elisa Moretti (Trento, Italy) visited Eugenio Fava (Bonn, Germany) in the area of high-throughput screening
- Rudi Grosman (Liverpool, UK) visited Gary Thompson (Kent, UK) in the area of computational NMR
 bioinformatics
- Kate Burgoyne (Aberdeen, UK) visited Claire Eyers (Liverpool, UK) in the area of proteomics
- > Overall the 2022 Scheme was very successful on multiple levels despite tight timelines

Shadowing experience of Ana Margarida Biscaia Fernandes dos Santos visiting the Cellular Imaging Core Facility, University of Gothenburg, Sweden (October 2022)

Let me start by saying: The CTLS Shadowing Programme was an amazing learning experience.

For the last 3 years, from the 10 that I've been working in a Core Facility, I've been managing the Comparative Pathology Unit (Instituto de Medicina Molecular - Lisbon, Portugal). I really think that this Programme has helped me become a

more efficient and productive Area Manager, while developing my network and career.

Visiting the Centre for Cellular Imaging Core Facility at the Sahlgrenska Academy Uluiversity of Gothenburg, Sweden) and meeting Dr. Julia Fernández-Rodriguez Otead of Sacilly and her team was really important for my development as a manager, and now, all I want is to apply everything. I've learned, become a better manager and push forward my team and facility.

Learning new skills and methods, while developing my professional network was something i gained from the programme and all the shared knowledge on operational, quality and financial management during my stay was very helpful and some of the methods are already being implemented. Going abroad and meeting a different scientific community and a different reality also added value to my network and that was one of the aspects that the programme that most appealed to me.

In conclusion, I really think that the CTLS Shadowing and Staff Exchange Programme leveraged my knowledge and experiencing a new framework will for sure help me pursuing my goals as a Core Facility Manager.



Shadowing and Staff Exchange Programme

2023 Scheme

- > Generously funded 14,230.78 EUR (4,230.78 EUR 2022 surplus plus 10,000 EUR 2023 allocation)
- > Slow uptake for first EoI call, deadline extended to 31st July and full applications by 30th Sept
- > 11 Eols, 11 full applications and 11 Awards for good or excellent applications!
 - João Sobral (IGC LIsbon, Portugal) visited Karim Gharbi (Earlham Institute, Norwich, UK) in the area of genomics
 - Niccolò Alfano (Human Technolpole, Milan, Italy) visited Mikael Åberg (SciLifeLab, Uppsala University, Sweden) in the area of proteomics
 - Sally-Ann Clarke (Oxford, UK) visited Peter O'Toole (York, UK) in the area of imaging/cytometry
 - Luis Antonio de Castro Anta (Salamanca, Spain) visited Luisa Cortes (Coimbra, Portugal) in the area of microscopy
 - Megan Hamilton (Babraham Institute, Cambridge, UK) visited Stefaan Derveaux (VIB, Belgium) in the area of genomics
 - Fabio Simeoni (Human Technolpole, Milan, Italy) visited Vladimir Beneš (EMBL, Heidelberg, Germany) in the area of genomics
 - Natalia Meani (Human Technolpole, Milan, Italy) visited Jussi Helppi (Max Planck Institute, Dresden, Germany) in the area of facilities management
 - Simone Bugani (Bologna, Italy) visited Juan Garcia Vallejo (Amsterdam University Medical Centers, Netherlands) in the area of facilities management
 - Biljana Petrovic (Bologna, Italy) visited Juan Garcia Vallejo (Amsterdam University Medical Centers, Netherlands) in the area of microscopy/cytometry
 - Paolo Ferrari (Human Technolpole, Milan, Italy) is visiting Omer Ali Bayraktar (Sanger Institute, Cambridge, UK) in the area of genomics
 - Ailsa Laird (Edinburgh, UK) will visit Andy Riddell (Crick Institute, UK) in the area of flow cytometry

<u>Many Thanks</u> to Luisa Cortes, Vicktoryia Sidarovich, Veronica de Sanctis, Marion Berard, Rashi Halder, Ilaria Guerini! Last week, I visited Earlham Institute as part of the Core Technologies for Life Sciences Shadowing and Staff Exchange Programme to comprehensively understand project workflows from user contact to data delivery and how dynamic teams organize themselves, lab and office teams. Another vital subject for me was to know about the applied cutting-edge techniques and technologies in genomics, single-

ior Technician | Genomics | NGS | Single-Cell |

João Sobral - 1st

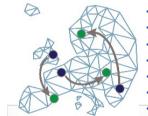
mo · 🕥

cell and spatial analysis. I applied to this programme for an invaluable experience for my personal and professional development and a unique professional opportunity for networking, and that was what I got. I was welcomed by amazing teams led by Karim Gharbi - Genomics Pipeline and lain Macaulay - Technical Development Group. Thank you and your teams for your availability to show your laboratories, discuss ideas or simply chat. This wouldn't have been possible without the support from the Core Technologies for Life Sciences, Earlham Institute and my Institute Instituto Gulbenkian de Ciencia.

Thank you. #ctls #jobshadow #genomics #singlecell







RItrainPlus EU project





https://ritrainplus.eu/staff-knowledge-exchange-programme/

Staff Visits and Secondments

The RitrainPlus staff and knowledge exchange programme aims to share the wealth of knowledge and best practices between managers and operators of RIs and CFs. Staff visits and secondments concentrate foremost on the learning objectives whilst using flexible models to ensure suitability and accessibility. A staff visit might be suitable for you if you are a manager or operator seeking specific knowledge and insight and would like to visit an RI or CF with specialist expertise in a particular field to learn from experts in the host RI or CF. Or alternatively, two (or more) staff of an RI or CF get together to explore solutions to a common problem in an informal setting. Staff visits are typically 2–3 days and can take place virtually or face-to-face.

Secondments are significantly longer (up to 6 weeks) in order to gain in-depth and 'on the job' experience with a specific goal in mind (for example, setting up a new service, developing a new strategy or business model). There are a limited number of travel grants (maximum 500 EUR per grant) available to support staff visits and secondments if financial means are a barrier to access.

Find more information about the staff and knowledge exchange programme, including how to apply for travel grants contact the EMBL-EBI training team on euprojects@ebi.ac.uk

Below you can browse the profiles of the Ris/CFs that are able to receive staff visitors and secondees. If you have found a suitable match we encourage you to get in touch with the contact directly to discuss your needs.



Browse our Staff Exchange Profiles

Would you like to improve your skills in data management? Or learn more about innovation, sustainability, or e-learning? Explore the profiles of the Ris that are offering to host staff visits. See what kind of expertise they offer and find your match



Staff exchange experiences

Interested in some experiences from past staff visits? Previous participants have written blog posts about what they learned and how the visit benefited their professional development.



Bursaries: 500 EUR



Intensify our relationship with Corporate and Institutional Partners

Partnership and Funding Working Group partnership@ctls-org.eu

Chair : Emanuele Palescandolo – Co-Chair: Spencer Shorte









Institutional Partners





Ralph (CTLS Vice-President) has attended ABRF annual meeting in Boston and had a meeting with ABRF President Kevin Knudtson and Executive Board, together with Josh and Spencer (Members PF-WG) future ways the two associations could work together have been discussed. In August 2023, both ABRF (Marie) and CTLS (Julia) Presidents, together with Ralph, Spencer, Josh, Emmanuele and Ken discussed a MoU draft

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (the "MoU" or "Memorandum") is entered into on xxxxx 2023 (the "Effective Date"), by and between Association of Biomolecular Resource Facilities ABRF (the "First Party"), and Core Technologies for Life Sciences (CTLS) (the "Second Party"). First Party and Second Party may be referred to individually as the "Party", or collectively, the "Parties".





ABRF-CTLS MOU VOTE



MERGE

Intensify CTLS visibility and outreach

Communications Working Group <u>communications@ctls-org.eu</u> Community Engagement Working Group <u>membership@ctls-org.eu</u>



Channels of Communications

- > Website On-going enhancement and updating of website with new content, pages and features
- Newsletters and Communications to members Quarterly newsletters and regular email communications produced and sent to all members. Distribution list set up to automatically update to latest membership list. Analytics shows encouraging >50% open rate
- Social media On-going frequent posting through LinkedIn and Twitter, including promotion of CTLS initiatives, membership benefits, and information from approved organisations. Continuing increase in followers with >1750 followers on Twitter and >500 followers on LinkedIn to date
- Promotional tools Slide decks (short and long versions) highlighting benefits of CTLS membership produced and shared with members to support recruitment of further members. Create new templates for presentations

communications@ctls-org.eu



Network of Italian Core Facilities NICo



Webinar series 2021-2022

Julia Fernandez-Rodriguez, President of CTLS, presented the association to the Italian core facility community



NICo kick-off meeting Trento, 6 June 2022

NICo first congress 30-31 March 2023 Lola Martinez, the CTLS Treasurer, presented the association to the Italian core facility community

First National Congress of the Italian Core facilities Network - Milan

March 30 - 31 - University of Milan - Aula Magna



Lola Martinez



UK Technical Specialist Network

A UK based network for Technical Specialists, formed in Autumn 2022

Appeals to **Research Technical Professionals**, those who work in **core facilities** and manage shared resources



CTLS Communications WG, promoted the Inaugural UK TSN conference, held at the University of Edinburgh on 17th-18th April 2023



The two-day conference together brought 150 delegates from 50 different hiaher education and research institutes across UK. It featured talks on topics such as open science. finance and funding models and career development



https://www.mitalent.ac.uk/TSN

German DGMS Core Facility focus group



A focus group of the German Mass Spectrometry Society (DGMS)

Appeals to Core Facility staff, those who work in core facilities and manage shared resources

Organised by Prof Axel, Dr Karl

The two-day conference brought together **25 delegates** from **across Germany**. It featured talks on

Core Facility costings

How to set up core facilities

Natalie Homer spoke about CTLS and what it can offer to the DGMS Core facility focus group





Sustainability of Research Infrastructures – Sustainability: Funding sources, governance, and skills

Chair: Jana Kolar, ESFRI Chair

Funding of research infrastructures: ESFRI insights - Elena Hoffert, ESFRI EB member, Chair of the drafting group on RI funding Extreme Light Infrastructure: sustainable funding for a distributed international RI -Andrew Harrison, ELI Empowerment of Human Resources and Long-term Value Creation in Research Infrastructures - Julia Fernandez Rodriguez, U. Gothenburg Governance and Sustainability of distributed RI - Niklas Blomberg, ELIXIR Carlo Rizzuto, CERIC-ERIC



https://infrasevent.presidencyeu.es/



EUTOPIA Week Dresden 2023 – Invitation to Julia Fernandez-Rodriguez, CTLS President, to present CTLS and RItrainPlus



EUTOPIA is an ambitious alliance of **10 like-minded universities** ready to reinvent themselves: the Babeş-Bolyai University in Cluj-Napoca (Romania), the Vrije Universiteit Brussels (Belgium), the Ca'Foscari University of Venice (Italy), CY Cergy Paris Université (France), the Technische Universität Dresden (Germany), the University of Gothenburg (Sweden), the University of Ljubljana (Slovenia), the NOVA University Lisbon (Portugal), the University of Pompeu Fabra (Spain) and the University of Warwick (United Kingdom). Together, these 10 pioneers join forces to **build the university of the future!**

EUTOPIA acts as an **international gateway** for the exchange of knowledge and culture and is associated with four universities beyond Europe: Monash University (Australia), Université Internationale de Rabat (Morocco), Stellenbosch University (South Africa) and Kyungpook National University (South Korea)

Values-principles:

- > EXCELLENCE AS A PURPOSE OF OUR TEACHING, RESEARCH AND INNOVATION MODELS
- > INCLUSION
- SUSTAINABLE, RESPONSIBLE AND ETHICAL ATTITUDES TOWARDS THE PLANET
- COOPERATION AND OPENNESS
- > ACADEMIC FREEDOM IN SEARCH FOR TRUTH



Membership & Budget discussion and decision

Membership situation

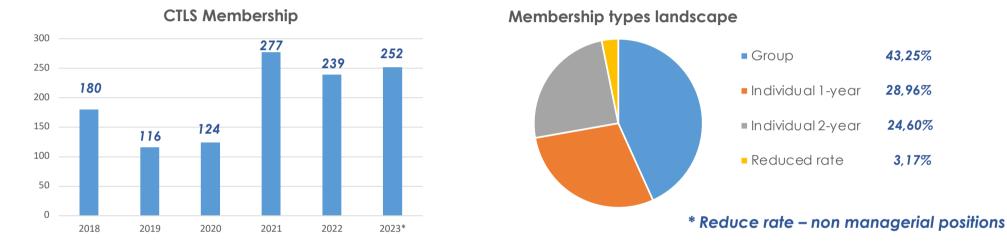


43,25%

28,96%

24,60%

3,17%



* Updated 21st November 2023

#142 memberships to expire on Dec 2023 – don 't forget to renew it!



Go to members directory where you can get to know your colleagues!

https://ctls-org.eu/members-directory/

2023 Budget approved in 2022 AGM



CTLS Bank Accounts 90 081,78 €

2023 CTLS Income	29 000,00 €
Corporate Sponsorship	6 000,00 €
Membership Fees	20 000,00 €
CTLS2023 Congress profit	3 000,00 €

2023 CTLS Expenses	38 546,00 €		
ESF Administration	10 000,00 €		
Website (A. Mely)	1 000,00 €		
Accounting/Legal fees (P. Bonvalet)	2 496,00 €		
Bank fees	150,00€	CTLS Bursaries/Activities	21 000,00 €
Zoom account	900,00€	Prof. Dev. Course	6 000,00 €
CTLS Activities	21 000,00 €	Shadowing & Staff Exchange program	10 000,00 € + 3 000,00 € (surplus 2022) = 13 000,00 €
Other expenses (trademark)	3 000,00 €	CTLS Bursaries	2 000,00 €

2023 Budget situation (until 21st November)



500,00 €

CTLS Bank Accounts 105 091,94 €

CTLS Bursaries (M. Pancher CTLS2023)

2023 CTLS Income	48 436 ,13 €	57 686,13 €	2023 CTLS Expenses	28 352,55 €	45 848,55 €
Corporate Sponsorship	3 700,00 €		ESF Administration		4 000,00 €
	17040726		Accounting/Legal fees		2 496,00 €
Membership Fees	17 948,63 €		Bank fees	59,90€	
Institutional Partnership	5 000,00 €		Zoom account	837,48€	
CTLS Prof. Dev. Course	15 300,00 €		CTLS Prof. Devel. Course	13 200,00 €	
RItrainPlus	6 487,50 €	6,250.00 €	CTLS Shadowing & Staff Exchange	590,30€	11 000,00 €
		2 000 00 5	RItrainPlus (Dublin Course and	12 370,37 €	
CTLS2023 Surplus		3,000.00 €	consultancies)	704 50 6	
			Videographer CTLS2023	794,50€	

Numbers in blue are real income or expenses and grey are expectations that have not been cash in or out.

2024 Budget proposal



CTLS Bank Accounts 105 091,94 €

2023 CTLS Income	31 500,00 €
Corporate Sponsorship	4 500,00 €
Membership Fees	17 000,00 €
Institutional Partnership	5 000,00 €
CTLS2023 Congress profit	5 000,00 €

2023 CTLS Expenses	43 050,00 €	
ESF Administration	10 000,00 €	
Website (E. Dupre)	2 000,00 €	
Bank fees	100,00 €	CTLS
Zoom account	950,00€	Bursaries/Activities Prof. Dev. Course
CTLS Activities	25 000,00 €	Shadowing & Staff
Other expenses	5 000,00 €	Exchange program
(trademark, others)		CTLS Bursaries
		CTLS endorsed events



Budget VOTE





CTLS2025 Congress

- MoU signed and shared with EC
- Video-invitation: <u>https://www.youtube.com/watch?v=RETCpWktKgk</u>
- External event company procurement procedure ongoing selection to be finalized in early December
- Steering Committee nomination CTLS candidates: Ralph, Lola, Julia, one EC member to select
 - **CEITEC** candidates:
 - Kateřina Hošková
 - Ondřej Hradil
 - Jiří Nováček (CEITEC Deputy Director for Research Infrasturcture)
- January 2024 website preparation, first contact with sponsors, programme preparation



CEITEC at Masaryk University





New EC members Presentation and vote



Other business