

UNIVERSITETET I BERGEN

Det matematisk-naturvitenskapelige fakultet

Arkivkode:

Saksnr.: 2022/16757

Fakultetsstyresak: **31**

Møte: 7. desember 2022

Overføring av Sarssenteret

Bakgrunnsdokumenter

[109/21 Sarssenteret. Organisering og finansiering.](#)

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[Sars International Centre for Marine Molecular Biology - nettsider](#)

Saksfremstilling

Bakgrunn

Universitetsstyret gjorde 15.09.22 følgende vedtak:

Universitetsstyret vedtar at Sarssenteret overføres til Det matematisk-naturvitenskapelige fakultet med virkning fra 01.01.23.

Sarssenteret får status som selvstendig forskningssenter ved Det matematisk-naturvitenskapelige fakultet med virkning fra 1. januar 2023. Det legges derfor med det dette frem sak for fakultetsstyret, som beskriver Sarssenteret, dets organisering og finansiering. Saken omtaler også planer for innfasingen og prosesser som må iverksettes.

Om Sarssenteret

Sarssenteret ble etablert i 1997 med midler fra Universitetet i Bergen, Forskningsrådet og Kunnskapsdepartementet. Siden 2003 har senteret vært partner i European Molecular Biology Laboratory (EMBL). Eksisterende avtale med EMBL ble inngått i 2015 og har en varighet på 10 år (ut 2025). Etter å ha vært organisert som en avdeling i Uni Research fram til 2014, ble senteret overført til UiB med virkning fra 2015. Senteret har så langt vært organisert direkte under universitetsledelsen og dermed utenfor den ordinære fakultetsstrukturen.

Hovedoppgaven til Sars-senteret har vært og er å utføre grunnleggende forskning innen marin biovitenskap, med fokus på cellulære, molekylære og organismemekanismer som styrer genomdynamikk, cellulære og utviklingsprosesser, nevrobiologi og evolusjon. Opplæring av neste generasjons forskere, formidling, nettverk og samarbeid er viktige kjerneoppgaver for senteret.

På overføringstidspunktet har Sarssenteret ca. 50 ansatte og består av 6 forskningsgrupper; 4 juniorgrupper og 2 grupper ledet av henholdsvis tidligere og nåværende direktør. Fordelingen

mellom ulike stillingskategorier er som følger: 10 faste forskere, 5 postdoktorer, 10 stipendiater og 16 teknisk ansatte. Sarsenteret har i tillegg til direktør, nestleder, administrasjonssjef og 5 administrativt ansatte. Senteret har en Scientific Advisory Committee (SAC) og et Advisory Board (styre). Organiseringen er langt på vei nedfelt i avtalen mellom Universitetet i Bergen og The European Molecular Biology Laboratory (EMBL), som gir Sarsenteret den viktige statusen som partner i EMBL (se vedlegg 3).

Den rådgivende komité (SAC) er ledet av EMBL-representant professor Anne Ephrussi. Øvrige medlemmer er: Professor Rein Aasland (UiO, nestleder), professor Denis Duboule (Ecole Polytechnique Fédérale de Lausanne og Collège de France), professor Elly Tanaka (IMP Wien), professor Detlev Arendt (EMBL), og professor Nathalie Reuter (CBU).

Advisory Board – styret

Det nåværende styret er ledet av prorektor Gottfried Greve. Plamena Markova (EMBL), instituttleder Inge Jonassen (Institutt for informatikk), og marin dekan Øyvind Fiksen er medlemmer i styret.

Fakultetsstyret ved Det matematisk-naturvitenskapelige fakultet er etter organisasjonsendringen formelt styringsorgan for senteret, mens styret for Sarsenteret har en viktig rolle som rådgivende organ for senteret. De har en særskilt rolle når det gjelder å føre tilsyn med partnerskapet mellom European Molecular Biology Laboratory (EMBL) og skal bistå Sarsenteret og MN-fakultetet i å legge til rette for at senteret har gode faglige, organisatoriske og økonomiske rammer for drift.

Marin dekan Øyvind Fiksen vil fra 1.1.2023 gå inn i rollen som styreleder. Instituttleder Inge Jonassen kom inn i styret i februar 2022, og fortsetter som styremedlem. Prodekan Øyvind Frette kommer inn som nytt medlem. Oppnevningsperiode for MNs representanter er 3 år.

Det er utarbeidet forslag til nytt mandat for styret for å tilpasse deres rolle til fakultetets organisasjonsstruktur og formelle rutiner (se vedlegg 1).

Finansiering

Sarsenteret har vært finansiert gjennom et tilskudd fra universitetet, en 10-årig bevilgning fra Forskningsrådet og bidrags- og oppdragsinntekter (BOA).

Senterets budsjett utgjør i 2022 67 mill. kroner, hvorav 22 mill. kroner er BOA inntekter:

Tabell 1. Budsjett 2022 Sarsenteret

Grunnbevilgning (UiB)	45 100
Bidragmidler Forskningsrådet	19 500
Bidragmidler EU	1 900
Bidragmidler Andre	500
SUM	67 000

* Tall fra styresak 123/21, budsjettfordeling 2022

En sentral del av BOA-inntektene har vært årlig tildeling fra Forskningsrådet, men denne faller bort fra budsjettåret 2023. I styresak 123/21 vedtok universitetsstyret å gi Sarsenteret en ekstraordinær bevilgning på 20 mill. kroner i 2023, 12 mill. kroner i 2024 og 12 mill. kroner i 2025 som delvis kompensasjon for dette inntektsbortfallet. Formålet var å gi Sarsenteret forutsigbarhet og tid til å skaffe nye inntekter. Fra 2026 vil det ikke bli gitt en slik ekstraordinær bevilgning.

For 2023 har senteret følgende budsjett:

Tabell 2. Budsjett 2023 Sarssenteret, tall i KNOK

Finansieringskilde	Finansieringskilde spesifisert	2023
Grunnbevilgning	Grunnbevilgning	44 133
	Ekstra kompensasjon lønnsoppgjøret 2022 og 2023	56
	Midlertidig kompensasjon NFR-midler	20 000
<i>Sum grunnbevilgning</i>		<i>64 189</i>
Bidrags- og oppdragsaktivitet	Forskningsrådet	1 685
	EU	4 570
	Andre	1 580
<i>Sum Bidrags- og oppdragsaktivitet</i>		<i>7 835</i>
SUM		72 024

Note: Det pågår dialog knyttet til overføring av 5 millioner i ubrukte midler fra 2022 til 2023.

Bidrags- og oppdragsaktivitet 2023

Sarssenteret har fått innvilget til sammen fire nye BOA-prosjekt med planlagt oppstart i 2023. Dette inkluderer ett ERC Consolidator Grant, to NFR Fripro og ett JPI Ocean prosjekt. Prosjektene har en total bidragsramme på 3.745.693 EUR. I tillegg har senteret tre pågående BOA-prosjekter; ERC, EMBO og The Norwegian Cancer Society.

Langsiktig finansiering

Senteret overføres til MN-fakultetet med en grunnbevilgning fra UiB sentralt på 45 millioner kroner for 2023. Dette beløpet vil bli justert med årlig lønns- og priskompensasjon. I tillegg til grunnbevilgningen kompenseres bortfallet av Forskningsrådets bevilgning som beskrevet over til og med 2025.

Etter 2025 skjer en gradvis reduksjon i grunnbevilgningen fra UiB sentralt til 40 mill. kroner i 2026, 35 mill. kroner i 2027 og 30 mill. kroner i 2028. Etter 2028 vil bevilgningen fra UiB sentralt utgjøre 30 mill. kroner årlig (pluss justering for årlig lønns- og priskompensasjon frem til dette tidspunktet). Senterets sikre inntekter fremover er oppsummert i tabell 3 (uten justering for årlig lønns- og priskompensasjon):

Tabell 3 Budsjett 2023 -2028							
Tall i KNOK. Tall er ikke prisjustert							
Finansieringskilde	Finansieringskilde spesifisert	2023	2024	2025	2026	2027	2028 og videre
Grunnbevilgning	Grunnbevilgning	44 189	44 189	44 189	40 000	35 000	30 000
	Midlertidig kompensasjon NFR-midler	20 000	12 000	12 000			
<i>Sum grunnbevilgning</i>		<i>64 189</i>	<i>56 189</i>	<i>56 189</i>	<i>40 000</i>	<i>35 000</i>	<i>30 000</i>
Bidrags- og oppdragsaktivitet (prognose)	Forskningsrådet	1 685	8 947	9 088	4 721		
	EU	4 570	4 875	4 575	3 121	2 000	
	Andre	1 580					
<i>Sum Bidrags- og oppdragsaktivitet</i>		<i>7 835</i>	<i>13 822</i>	<i>13 663</i>	<i>7 842</i>	<i>2 000</i>	<i>0</i>
SUM		72 024	70 011	69 852	47 842	37 000	30 000

Bortfallet av grunnfinansiering er en betydelig risiko, både for Sarssenteret og MN-fakultetet. Det forutsettes av Universitetsstyret at Sarssenteret, som har et høyt internasjonalt nivå, vil kunne hente inn betydelige BOA-inntekter for å kunne opprettholde nåværende nivå, både med henhold til antall ansatte og til aktivitet. Det anføres også at en tettere integrering med øvrige virksomhet ved MN-fakultetet gjennom at de nå bli en del av fakultetet, vil styrke deres muligheter for å øke den sine BOA-inntekter tilsvarende bortfallet av intern grunnfinansiering fra UiB.

Eksisterende og fremtidig samarbeid med fakultetets institutter og enheter

Sarssenteret har hatt omfattende forsknings- og søknadssamarbeid med andre MN-institutter, og har et bredt internasjonalt nettverk. Så langt har samarbeidet vært tettest med Institutt for Biovitenskap og Computational Biology Unit (CBU), men det forventes at også andre forskningssamarbeid etableres.

Sarssenterets infrastruktur og fasiliteter er åpne for fakultetets ansatte. Tettere samarbeid og felles bruk av eksisterende og fremtidig infrastruktur vil være viktig. Tilgjengelig infrastruktur vil kunne styrke fremtidige søknader både for Sarssenteret og instituttene. Sarssenteret har og vil fortsatt ha fokus på innovasjon og forventes å ta initiativer sammen med øvrige fagmiljø ved fakultetet, VIS og andre innovasjonsaktører.

Sarssenteret driver et forskeropplæringsprogram med 10-20 internasjonale masterstudenter årlig, hvor også lokale studenter deltar. Sarssenteret har samarbeidet med MBI/BIO og CBU om gjesteforelesninger, og holder ukentlige åpne seminarer hvor prosjektpresentasjonene holdes av stipendiater og postdoktorer.

Ansatte ved Sarssenteret har i noen grad deltatt i ordinær undervisning og deltar i veiledning av stipendiater og masterstudenter. Å styrke denne type samarbeid vil kunne være en gjensidig gevinst for senterets ansatte og for instituttene.

Konsekvenser for de ansatte ved Sarssenteret

Ved virksomhetsoverdragelsen fra Uni Research til UiB i 2014 ble de ansatte ved Sarssenteret overført i henhold til reglene i arbeidsmiljøloven, mens denne overføringen til Det matematisk-naturvitenskapelige fakultet kun innebærer endret organisasjonstilknytning for de ansatte. Det betyr at alle personlige betingelser og lignende vil være de samme. For de eventuelle tilfellene at det vil måtte gjøres individuelle tilpasninger i personlige betingelser, arbeidsavtaler og lignende, med bakgrunn i overføringen til MN-fakultetet, vil dette bli adressert fortløpende etter 01.01.2023. Det er planlagt allmøte med de ansatte mandag 12. desember 2022.

Oppdaterte rutiner for rekruttering

Overføringen til Det matematisk-naturvitenskapelige fakultet innebærer at Sarssenterets rutiner for rekruttering av personell må tilpasses de rutiner som gjelder for MN-fakultetet. [Regler for ansettelsesprosedyre mv ved Sars-senteret av 2015](#) vil derfor ikke lengre være førende for rekrutteringsprosessene.

Det vil i praksis kun gi mindre endringer, men hvor det viktigste er at ansettelsesmyndigheten overføres fra senteret til MN-fakultets to ansettelsesutvalg, og at rollene i prosessene justeres inn i de former og rutiner som gjelder for rekruttering ved fakultetet. Med unntak av formell tilsettingsmyndighet er rollene SAC og styret har hatt i ansettelsesprosessene videreført. Det henvises til vedlegg 2 hvor flyten i rekrutteringen for de forskjellige kategoriene beskrives i detalj.

Administrative tjenester

Det matematisk-naturvitenskapelige fakultet har sentraliserte tjenester for økonomi og HR. Etter overføringen av Sarssenteret til MN-fakultetet bør senteret få dekket sine økonomi og HR behov via de sentraliserte seksjonene ved fakultetet. Som en følge av det bør ansatte med disse arbeidsoppgavene ved Sarssenteret (økonomi og HR) overføres til fakultetets seksjoner. Øvrige administrative tjenester og rutiner bør så langt mulig samkjøres mellom senteret og fakultetet. Nødvendige prosesser og praktisk tilrettelegging for integrering av senteret må gjennomføres så raskt som mulig.

Foreslått navneendring

Styret ved Sarssenteret behandlet i sitt møte 14. november 2022 forslag om navneendring for senteret. SARS-viruset har skapt forvirring og uønskede assosiasjoner til dagens navn.

Det er foreslått å endre navnet til «Michael Sars-senteret», for å på den måten samtidig hedre bergenseren Michael Sars som levde fra 1805-1869. Michael Sars var marinbiolog, professor i zoologi og prest, og er regnet som den største zoologen Norge har hatt.

Engelsk variant av nytt navn blir "Michael Sars Centre", med undertittel "Excellence in Marine Life Science".

Planlagte prosesser – oppsummert

Prosess	Tidsfrist
Budsjettplanlegging 2023	Januar 2023
Utarbeide langtidsbudsjett og planer for langsiktig finansiering	Første kvartal 2023
Praktisk tilrettelegging, inkludert justert organisasjonstilknytning for de ansatte	Første kvartal 2023
Samkjøring av administrative tjenester	Første kvartal 2023
Implementering av navneendring	Første kvartal 2023
Tilrettelegging for samarbeid og synergier med MN-instituttene	Vår 2023, og fortløpende

Dekanens kommentar

Med Sarssenteret tettere integrert i fakultetet ønsker vi å få til et langsiktig godt samarbeid med flere av fakultetets fagmiljø. Senteret har et svært sterkt internasjonalt forskningsmiljø som også komplementerer og styrker vår omfattende marine aktivitet og videre satsing. Senteret har det siste året fått flere prestisjefylte eksternt finansierte prosjekt som også underbygger deres sterke forskningsmiljø.

Sarssenteret har siden 2003 vært partner i European Molecular Biology Laboratory (EMBL), og er en viktig del av Norges og UiBs satsning på grunnleggende marin forskning. Det er en klar ambisjon at ny organisering skal være med å sikre fortsatt EMBL-status for senteret. Eksisterende avtale med EMBL ble inngått i 2015 og har en varighet på 10 år (ut 2025). Fakultetet vil fortsette dialogen med EMBL med formål å forløse det faglige potensialet som ligger i en slik videreføring.

Samtidig som det ligger en potensielt stor faglig gevinst gjennom overføringen av Sarssenteret til fakultetet, ligger det også en økonomisk risiko. Senteret går en spennende, men krevende tid i møte med en kraftig reduksjon i fast bevilgning frem til 2027. Det blir derfor svært viktig å jobbe med god integrasjon, fremtidig profil og innhenting av eksterne midler for å sikre at Sarssenteret også i fremtiden blir det eksellente forskningsmiljøet de er i dag.

Vedtak

Fakultetsstyret gir sin tilslutning til at Sarssenteret overføres til Det matematisk-naturvitenskapelige fakultet med virkning fra 01.01.2023, og ønsker senteret velkommen som nytt forskningssenter ved fakultetet.

Fakultetsstyret ber om at nødvendige prosesser og praktisk tilrettelegging for integrering av senteret gjennomføres så raskt som mulig, og senest innen første kvartal 2023. Styret understreker særlig betydningen av å tilrettelegge for faglig samarbeid og at det utarbeides konkrete, ambisiøse og realistiske planer for å sikre nødvendige inntekter til senterets videre drift.

Fakultetsstyret vedtar nytt mandat for styret ved Sarssenteret og oppnevner marin dekan Øyvind Fiksen som ny styreleder. Instituttleder Inge Jonassen og prodekan Øyvind Frette er medlemmer av styret. Oppnevningsperiode for MNs representanter er 3 år.

Fakultetsstyret gir sin tilslutning til foreslått navneendring, og ber om at endringen iverksettes så snart som mulig. Fakultetsstyret ber senterledelsen og styret for Sarssenteret om å gjennomføre prosessen for navneendringen.

29.11.2022/Kristine Breivik/Gunnar Larsen/Rigmor Geithus

Gunn Mangerud
Dekan

Vedlegg:

1. Nytt mandat for styret
2. Ny saksgang i rekruttering ved Sarssenteret
3. Avtale mellom UiB og EMBL (av 2015)

Vedlegg 1 Nytt mandat for styret

Advisory Board - mandat

Sammensetning:

1. Styret er et rådgivende organ som består av minst fire medlemmer, hvorav ett representerer og utpekes av EMBL.
2. Styrets leder oppnevnes av dekanen, og skal være et medlem fra dekanatet ved Det matematisk-naturvitenskapelige fakultet (MN-fakultetet).
3. De øvrige medlemmene oppnevnes av fakultetsstyret ved MN-fakultet, etter felles anbefaling fra dekan og direktør for Sars-senteret. Minimum to av medlemmene skal være professor ved UiB, bør være fremragende innen fagfelt som er relevant for senteret og kan ikke samtidig være medlem av senterets SAC.
4. Direktør for Sars-senteret forbereder sakene for styret, og møter som observatør.

Oppnevningstid:

5. Medlemmene av styret oppnevnes for 3 år. Det bør om mulig sikres delvis kontinuitet ved at minst et medlem gjenoppnevnes for ny periode.

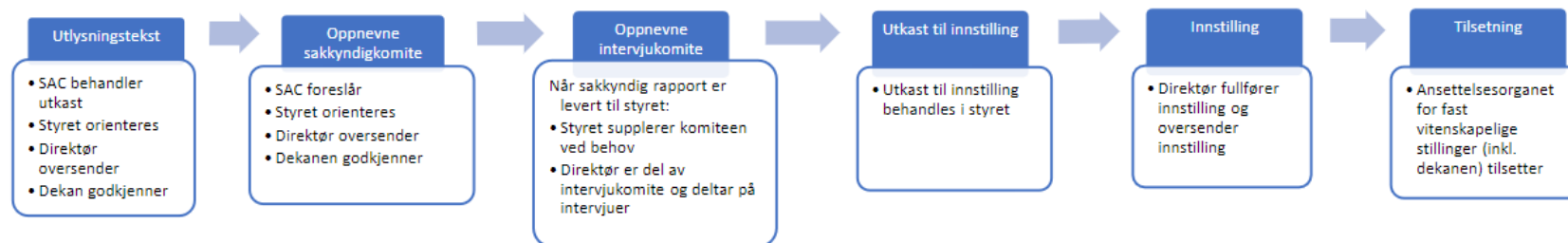
Styrets oppgaver:

6. Styret skal føre tilsyn med partnerskapet mellom European Molecular Biology Laboratory (EMBL) og Sars-senteret ved Universitetet i Bergen og ivareta den formelle dialogen mellom Sars-senteret og Det matematisk-naturvitenskapelige fakultet UiB.
7. Styret skal gi råd om strategiske og ressursmessige spørsmål knyttet til aktiviteten beskrevet i samarbeidsavtalen mellom EMBL og UiB, som utløper i 2025, og forberede etablering av ny avtale for videreføring og styrking av partnerskapet mellom EMBL og Sars-senteret. Styret skal ellers drøfte og gi råd i enkeltsaker av grunnleggende og strategisk betydning for senteret.
8. Styret skal bistå Sars-senteret og MN-fakultetet i å sikre at det er gode faglige, organisatoriske og økonomiske rammer for senterets drift, i samsvar med prinsippene for partnerskapet med EMBL. Styret skal bidra til å styrke senterets konkurransekraft om ekstern finansiering fra ulike offentlige og private kilder.
9. Styret for Sars-senteret har en viktig rolle når det gjelder tilsetting i alle fast vitenskapelige stillinger knyttet til senteret. Styret orienteres og kan uttale seg om utlysningstekst for faste stillinger, og sammensetning av sakkyndigkomite. Begge godkjennes så hos dekan. Styret drøfter utkast til innstilling for alle vitenskapelige stillinger og gir råd til direktør.

De formelle tilsetningsvedtak treffes av fakultetets to tilsetningsorgan for vitenskapelige stillinger, hvor dekanen ved MN-fakultetet er medlem i begge.

Vedlegg 2 - Saksbehandlingsrutiner tilsetningssaker faste stillinger

Gruppeledere- saksgang



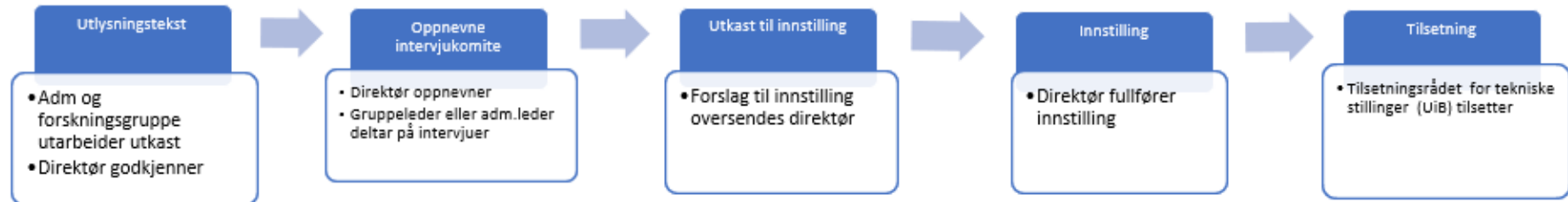
Note: Administrativ leder vil oftest delta på intervjuene

Vitenskapelige stillinger - saksgang

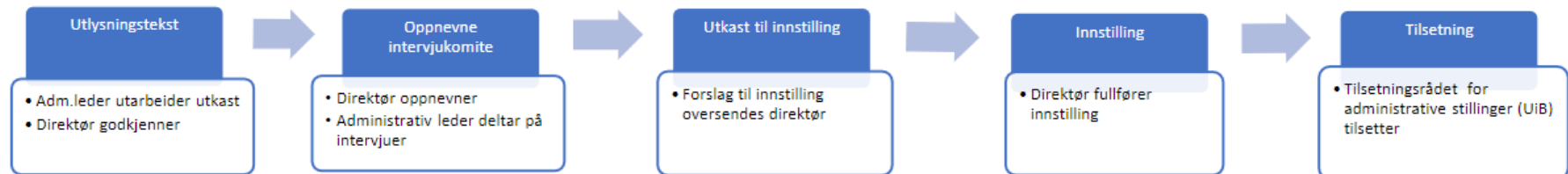


Note: Administrativ leder vil oftest delta på intervjuene

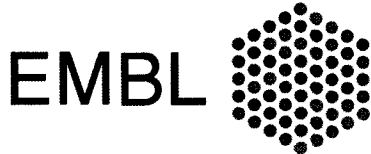
Tekniske stillinger - saksgang



Administrative stillinger - saksgang



Vedlegg 3 Avtale mellom UiB og EMBL (2015 – 2025)



**FRAMEWORK AGREEMENT
FOR THE RENEWAL OF THE EMBL-SARS CENTRE PARTNERSHIP IN MARINE
MOLECULAR BIOLOGY**

BETWEEN

**SARS INTERNATIONAL CENTRE FOR MARINE MOLECULAR BIOLOGY (SARS
CENTRE), AS REPRESENTED BY THE UNIVERSITY OF BERGEN,
BERGEN, NORWAY
AND
THE EUROPEAN MOLECULAR BIOLOGY LABORATORY (EMBL)**

Hereinafter solely referred to as the "Partner" and collectively as the "Partners"

Preamble

The EMBL Partnership Programme aims to leverage the strengths and competences of EMBL and its partners, and to create an interlinked system of excellent institutions that enhance the development of the molecular life sciences in Europe and the world. EMBL engages in institutional partnerships with external institutions of comparable standard, vision and international orientation. These partnerships operate on the basis of complementarity in research expertise or available infrastructure, and facilitate collaborative projects.

The **Sars Centre** was created in 1997 using funds from the Research Council of Norway (NFR), the Ministry of Education and Research and the University of Bergen. The Sars Centre is not established as a separate legal entity but makes use of University of Bergen's legal entity. The Sars Centre is established within the University of Bergen as an independent research centre and conducts research in basic biological processes in marine organisms using functional and comparative molecular methods. The Sars Centre is organized in eight research groups, each one headed by a non-tenure Group Leader,

following the EMBL model. All groups are evaluated by an international advisory committee (SAC).

The **EMBL** is an international organization founded in 1974 with its headquarters in Heidelberg and sites in Hamburg, Hinxton, Monterotondo and Grenoble. EMBL is supported by its 21 Member States, two Associate Member States and three Prospect Member States. EMBL's mission is to conduct basic research in molecular biology; to provide essential services to scientists in its Member and Associate Member States; to provide advanced high-level training to its students, staff and visitors; to develop new instrumentation and methods for biological research; to engage in technology transfer so that its discoveries can be used by society; and to advance the integration of life science research in Europe and internationally.

EMBL and the Sars Centre, recognizing the potential for uniting their complementary strengths in the field of marine molecular biology, inaugurated the establishment of a partnership in the said field in June 2003 (EMBL-Sars Centre Partnership in Marine Molecular Biology, hereinafter the "Partnership").

In 2007 an international evaluation committee appointed by the Research Council of Norway undertook a mid-term review of the Sars International Centre. The review widely acclaimed the excellent scientific profile of the Sars International Centre. As a consequence of the successful outcomes of the review, in February 2011 the Research Council of Norway issued a recommendation to the Norwegian Ministry of Research that the Sars International Centre receives a stable base funding for its research activities via an annual budget allocation for the period 2013-2017, with an option for renewal for five additional years thereafter.

Additionally, in the course of 2013 the Sars Centre underwent a transition from being embedded in Uni Research, a limited company owned by the University of Bergen UiB and the Foundation for University Research in Bergen, to becoming part of the University of Bergen. The details of this arrangement are referred to in a Memo agreed between the University of Bergen, EMBL, the Sars Centre and the Sars SAC. The Memo is included in Annex I to this Agreement.

On the basis of these developments, which uphold the importance of the Partnership and its value to the marine life sciences not only in Norway, but also in Europe, the Partners agree to continue their successful collaboration, with a view to intensify existing links and establish further synergies in the field of marine molecular biology, and agree on the following Articles:

Article 1 – Purpose of the Agreement

The purpose of this Framework Agreement (hereinafter the “Agreement”) is to renew the Partnership in Marine Molecular Biology established in 2003 between EMBL and the Sars Centre, providing thus a framework for existing and future scientific collaborations agreed between the Partners.

Article 2 - Outline of the Partnership

The objective of the EMBL-Sars Centre Partnership in Marine Molecular Biology is to facilitate and institutionalize scientific exchange and support in areas of common interest, or where one Partner has a recognized expertise that can be shared for the benefit of the other Partner.

EMBL has widely recognized research strength in areas including but not limited to Molecular, Cellular and Developmental Biology, Bioinformatics and Genomics, and a strong international network in which the Sars Centre can be inserted for its own benefit. The Sars Centre can also benefit from EMBL’s long experience in international recruitment of excellent young scientists, organization of external scientific reviews, advanced training, service provision and technology transfer.

From Norway, a leading country for the exploitation of marine living resources, the Sars Centre conducts scientific projects, provides training for young scientists and develops resources in marine molecular biology which will be made accessible to EMBL.

Article 3 - Implementation of the Partnership

In keeping with the principles of the EMBL Partnership Programme as detailed in Annex II to this Agreement, the Partnership will continue to observe the following:

Scientific evaluation

1. The scientific advancement of the EMBL-Sars Centre Partnership shall be evaluated regularly by a Scientific Advisory Committee (“SAC”). The SAC is responsible for ongoing monitoring and evaluation of the scientific activity. In addition, the SAC analyses the ongoing relationship between the Sars and its host institution and may

suggest changes to the Rector of the University of Bergen and the Advisory Board of the Sars in order to improve the scientific objectives.

2. The SAC is composed of a chairman and at least six members. EMBL will have the right to be represented with up to two scientists as members of the SAC.
3. The SAC will meet at least twice a year.

Advisory Board

1. An Advisory Board ("Board") shall oversee the progress of the EMBL-Sars Centre Partnership and will advise on all strategic matters related to the activities of the Partnership. The Board shall function as the formal link between the Sars Centre and the University of Bergen.
2. The Board will consist of up to four members. EMBL will be represented with at least one member at the Board, which at most times will be the Director of International Relations. The Director of the Sars Centre and the chairman of the SAC may participate as observers to the meetings of the Board.
3. The Board will meet annually, and when decisions are required according to the delegation of authority from the University in Bergen Board.

Scientific interactions

Joint scientific meetings will be organized by the Sars Centre and EMBL to exchange information on current projects, stimulate future collaborations between the scientists of the two institutions and other parties, and thus assemble a scientific community of critical mass interested in various areas of marine molecular biology.

Collaborations will be encouraged by both Partners. Where possible, they will be facilitated by allocation of funds for personnel exchange and institutional support for joint applications. Common priorities of both institutions at present include research in genomics, bioinformatics and in molecular, cell and developmental biology of model organisms.

Access to facilities

The Sars Centre and EMBL will facilitate on a reciprocal basis, and depending on availability, access to their scientific facilities, instrumentation and databases.

Facilities at the Sars Centre include zebrafish and *Oikopleura* breeding stations, and plans are to expand the number of marine species in culture and experimentation. The Sars Centre is also part of a consortium of marine facilities in the Bergen area, including vessels and marine sites with specific environmental qualifications.

Facilities made accessible by EMBL include genomic, proteomic and advanced light microscopy facilities in Heidelberg, and specialized facilities such as structural biology beamlines at Hamburg and Grenoble, mouse biology in Monterotondo and bioinformatics resources at the EMBL-EBI.

Promotion of the partnership

Both institutions can refer to the partnership in their promotional material, including job offers. The use of logos needs to be approved in advance on a case by case basis directly by the Partners in writing.

For the sake of clarity, no Partner shall be entitled to act or to make legally binding declarations on behalf of the other Partner.

General responsibilities of the Partners

Each Partner undertakes to take part in the efficient implementation of the Partnership, and to cooperate and perform as may be reasonably required and in a manner of good faith.

Each Partner undertakes to notify promptly any significant information, fact or problem likely to affect the Partnership.

Article 4 - Exchange of Knowledge and Intellectual Property Rights

1. The Sars Centre and EMBL make available to each other free of charge, where not prohibited by any prior obligation, upon request in writing or in any other appropriate

form, existing knowledge that has been generated by scientist(s) or group(s) participating in this collaboration, protected or not, relevant for the purposes of the co-operation and purely for the requesting Partner's own academic use. Such knowledge shall be held in confidence and shall not be transmitted to any third party, either academic or commercial, without the prior written consent of the providing Partner. Partners shall not hold each other liable for exactness nor completeness of the information, which is transmitted according to the best knowledge of the providing Partner.

2. Knowledge generated in the frame of the co-operation can be used by the Sars Centre and EMBL free of charge solely for their own academic research and teaching obligations. Such knowledge shall be held in confidence and shall not be transmitted to any third Partner, either academic or commercial, without the prior written consent of the Partner or the Partners who generated the knowledge. Protected know-how of the other partner can be used free of charge only for the purposes of the co-operation and for own academic research and teaching projects which do not involve a third party. Use of the knowledge or of the protected know-how in research academic or commercial projects in which the Sars Centre and/or EMBL are taking part requires the prior written approval of the Partner or the Partners who generated the knowledge. Such approval shall not be unreasonably withheld in the case of academic projects with purely academic partners.
3. Any scientist shall give prior notice of any planned publication of its knowledge including a set of the data to be published to the other partner at least 30 days before this information is made public. Publications shall refer to the co-operation from which they emerged.
4. Results belong to the Partner whose personnel has generated them. Joint inventions belong to the Sars Centre and EMBL who have to agree in each case on the sharing and the joint exploitation.

Article 5 – Confidentiality

1. All information provided by one Partner to the other under this Agreement shall be regarded to be confidential, unless the Partners have agreed otherwise in writing. Each Partner is committed to confidentiality against third parties for all information

and objects that have not been published and are conveyed in confidence by the other Partner. The receiving partner shall not use any such information and objects for any purpose other than in accordance with the terms of this Agreement. The disclosure of confidential information or objects requires written agreement by the other Partner.

2. The confidentiality clause mentioned above under Paragraph 1 excludes:

- Objects or types of information which have been developed or are being developed by the receiving Partner independent of the information;
- Objects or types of information which are part of the generally accessible state of technology or which reach this status without the fault of the receiving Partner;
- Objects or types of information which were already in the possession of the receiving Partner at the time of the announcement or
- Objects or types of information which were lawfully disclosed to a Partner from a third party who is in lawful possession thereof without any commitment to confidentiality.

3. The above-mentioned confidentiality clause ends five years after the termination of this Agreement or the respective individual agreement, depending on which ends later. The Partners shall impose the same confidentiality on all of their affiliates and subcontractors, their employees and any other personnel working for a partner, who may have access to confidential information.

Article 6 – Liability

1. The Partners shall hold each other liable only for wilful injury or gross negligence. The same rule applies with respect to damage suffered by delegated personnel during the time of their delegation.
2. Any loss, damage or injury suffered by third parties shall be borne solely by the Partner whose personnel caused them.

Article 7 – Miscellaneous

1. No rights and provisions detailed in this Agreement can be assigned or transferred, in whole or in part, without prior approval in writing of the other Partner.
2. Any amendment to this Agreement shall be in written form and signed by both Partners.
3. All the documents relating to this Agreement will be drafted in English, language which will govern all the related meetings.

Article 8 – Duration of the Agreement and Termination

1. This Agreement comes into effect with the signature of the last Partner and it is valid for ten years. It can be prolonged with mutual consent, which shall be done in writing at least one year before the expiry of this Agreement.
2. In the event that a Partner does not comply with the commitments under this Agreement, the other Partner will give appropriate notice and will provide the opportunity to remedy the situation. If the situation persists, the Partner may decide to terminate this Agreement.
3. The expiry or termination of this Agreement does not affect any individual agreements made within the framework of this Agreement unless stated otherwise.
4. The provisions relating to Exchange of Knowledge, Intellectual Property Rights and Confidentiality, for the time period mentioned therein, as well as for Liability, Miscellaneous and Settlement of disputes shall survive the expiry or termination of this Agreement.

Article 9 – Settlement of Disputes

1. The Partners shall endeavour to resolve amicably all disagreements or difficulties that could arise concerning the implementation of this Agreement.

2. In case an amicable settlement cannot be reached despite all efforts, the dispute shall be settled by arbitration in accordance with the Rules of Arbitration of the International Chamber of Commerce by one or more arbitrators appointed in accordance with the said Rules. The award of the arbitration shall be final and binding on the Partners. The place of arbitration shall be Heidelberg.

3. Nothing herein shall be deemed or interpreted as a waiver, express or implied, of any privileges or immunities accorded to EMBL by its constituent documents or international law.

FOR EMBL

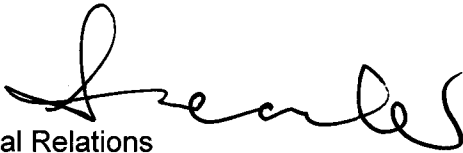
Place/Date... Heidelberg, 1st July 2015

Iain W. Mattaj, FRS
Director General



Place/Date... Heidelberg, 1st July 2015


Silke Schumacher
Director International Relations



FOR THE SARS CENTRE

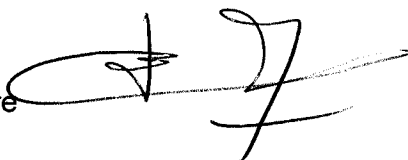
Place/Date... Bergen 1st July 2015

Dag Rune Olsen
Rector University of Bergen



Date/Place... Bergen 29/06/2015

Daniel Chourrout
Director, Sars Centre



LIST OF ANNEXES

Annex I: Memo

Annex II: Principles of the EMBL Partnership Programme

Memo of Understanding between the Sars Centre and the University of Bergen.

The following document describes the principles that shall govern the transfer of the Sars Centre from Uni Research AS to The University of Bergen.

1. Background

NFR support for the period 2013 - 2022 (10 years)

Sars has applied for and has been granted support for a new 10 years period. NFR has approved a long term funding scheme using a 5+5(rolling) funding model. Thus, the approved NFR application is an important background document that defines a scope and volume for the scientific activities that shall be supported by UiB in this 10 years funding period. For completeness, this memo includes the Primary and Secondary objectives as well as the Project summary, as stated in the NFR application.

Primary and Secondary objectives

The vision of the Sars International Centre for Marine Molecular Biology is to increase our knowledge of the biology of marine organisms by using molecular biology approaches, supported by cell biology and computational biology.

The Sars Centre's success is measured by publications in high-impact journals and its ability to guide excellent candidates through to PhD dissertation and defense. It is also important for the Centre to continue the EMBL partnership established in 2003.

Project summary

The Sars Centre is studying the mechanisms underlying animal diversity, with emphasis on how this diversity was generated. Marine phyla are given heavier weight than usual because they do represent most of the animal diversity. The scientific scope will be for the most part preserved, although it will continuously benefit from technical progress.

The way marine species are chosen only needs to show adequacy to the scientific questions. However, the focus will not go beyond marine invertebrates, where the Sars Centre has acquired visibility.

Genome sequencing is considered necessary for virtually any species employed. Investigations should include the description and comparison of regulatory networks. A critical asset will be the ability to predict function from high throughput datasets and with computational biology. Marine species have potential for genetic analysis, which can be assessed with genetic screens, a possible priority of the future Norwegian EMBRC node.

To truly and efficiently address the mechanisms of evolution, part of the research should be devoted to an interphyletic approach and/or when possible to micro evolutionary processes.

Finally, the Sars Centre will continue to promote studies of the adaptation of marine invertebrates to their ecosystems, mainly through external collaborations.

When implementing this strategy, the Sars Centre will devote efforts to preserve a healthy science and its partnership with EMBL. This imposes attention to:

- i) publishing the most important findings in high impact journals,
- ii) keeping scientific independence and flexibility, through evaluating its groups with an international committee and implementing their turnover,
- iii) training young scientists at all levels, with increased emphasis on PhD students,
- iv) searching for additional base funding, so to keep at least 8 research groups, whose size is guaranteed and can be further increased through applications for competitive grants.

EMBL Partnership status.

The Sars International Centre for Marine Molecular Biology (Sars) has been a partner of the European Molecular Biology Laboratory (EMBL) since 2003.

EMBL has based this partnership on 4 important assumptions:

- 1) Sars delivers high quality (basic) science within its domain and is organized and funded in a predictable way that is compatible with the EMBL organization.
- 2) The center is organized with 8 research groups. Each group is organized and functions similarly to typical research groups at EMBL. Each group is allocated a well defined, 6-year funding package when initiated.
- 3) The financing of the center shall be shielded from (internal) competition from other departments/units at UiB.
- 4) The center is subject to a high level, regular international evaluation with consequences for tenure and funding.

2. Organization of Sars today

The Sars Centre is led by a Director of research. The Director shall be an outstanding scientist of high international recognition. He/she is appointed by UiB after consultation with the SAC.

The center has 8 research groups, each led by a group leader employed in a 6 year (non-tenured) temporary position.

When a new group leader is recruited, a complete package (matching the research proposal of this group leader) is agreed upon. Such a package (typically) consists of

- a) The group leader
- b) 1.5 post doctor
- c) 1 PhD student
- d) A laboratory technician
- e) An animal facility technician
- e) Laboratory and equipment investments
- f) Group specific operational expenses.

This package was in 2012 stipulated to 5 MNOK/year. It is understood that this amount is adjusted for inflation and salary increases on an annual basis. It is the responsibility of the Director to create individual packages that provide a good match with the group leader's proposal and scientific needs. It is acknowledged that such packages may be both smaller and larger than the average outlined above. The director can for defined periods be assisted in the daily guidance of his own group by an assistant group leader who is financed out of package.

The center has an administrative staff reporting to the Director of research, with the following main characteristics:

- a) Head of administration
- b) Responsible for personnel
- c) Responsible for finance
- d) Up to 3 support positions for office and/or other common service to the groups.

It is the Director's responsibility to keep and/or possibly change the composition of the administrative staff, in order for it to serve the mission of the Sars center in a best possible way.

The center has a Scientific Advisory Committee (SAC) with a chairman and 6 members. The SAC is responsible for ongoing monitoring and evaluation of the scientific activity. The SAC also considers the ongoing relationship between Sars and its host institution and may suggest changes (to the board of Sars) in order to improve the scientific objectives. At least two scientists proposed by EMBL are members of the SAC.

3. Organizational model within UiB

Overall goal and principle: The center shall keep the same operational conditions as it has today.

The differences between being a department in Uni Research AS (a company) and as an independent center within the UiB organization (a government university), reflect on the differences of these two organizations. These differences largely follow by Norwegian law. However, UiB will establish a framework such that the scientific activities of Sars can be carried out with adequate volume and conditions. Some key provisions are detailed below.

A transfer of Sars to UiB will follow the principles of a "virksomhetsoverdragelse" (transfer of activity) These principles will apply:

- a) Sars will be completely transferred with all its employees and all projects that are funded by NFR in 2013-2022 (see summary).
- b) Sars shall be organized as a separate center directly under the rector of UiB (outside of any faculties)
- c) Sars shall retain its current organizational structure, including
 - i) The SAC
 - ii) The scientific Director
 - iii) 8 research groups, each having a group leader

In addition, a small board will be established to act as a link between Sars and the UiB.

d) Sars group leaders funded by NFR for 2013-2022 (see project summary) will be transferred to UiB and keep all current contractual conditions. Employment/recruitment of new group leaders will follow the procedures that are currently in place. Such employment will be based on recommendations from the SAC to the Sars director. The group leader position will terminate at the end of the 6 year period (unless the Director and the SAC propose a fixed length extension). This recruitment procedure will be formalized and the required authorizations and procedures established.

e) The economic basis for the center shall be guaranteed to support 8 research groups as described above, each group having a duration of 6 years. The annual budget for the center will be established by UiB accordingly, based on a budget proposal submitted from Sars to UiB. (Current Sars total cost and the method for their calculation, are indicated in the application to NFR for the period 2013-2022.) It shall secure that the center has the financial resources required to sustain the activity of the 8 research groups in the current 10 years period. In addition to resources necessary for the activity of each group, the budget also provides for common operational expenses decided by the Director, similarly to established practice in the past. Typically, there are situations where the center should buy relatively expensive equipment that will be shared across groups. This situation most often happens when new groups are being recruited and expressly need for undertaking their research highly specialized equipments which exist neither in Sars nor in its environment. Fairly rapid decisions for purchasing such equipment must be taken by the Director upon confirmation of relevance from the SAC. Note that such equipment are always made available to scientists of all UiB departments, and it is a duty of the new Sars group leaders to inform and train internal and external users on how they can exploit new instrumentation. Additionally, quite often temporary positions (mostly PhD students) are prolonged in order to facilitate good project completion with the optimal return in good impact publications. Such decisions are also taken by the Director after consultation with the SAC. These two expense categories serve as examples of common operational expenses that go beyond the routine common costs. The details of these expenses, based on past practice, are outlined in a separate document by the Department of financial services at UiB.

In addition, UiB will cover all base infrastructure needed, including office space, laboratories and technical rooms, animal facilities, IT-support, electricity, water supplies and sewage, etc.

f) The center shall have a discretionary buffer, to be used by the Director for strategic research activities that may span across groups, of the same size as today (approximately 1 MNOK annually in average).

g) The center shall keep a local administration as it has today.

h) The Director of the center shall have the same authority as today. This authority must obviously be within the rules set for government employees, thus small differences that exist between the private sector (Uni) and the public sector (UiB) will occur. UiB and Sars will find practical solutions to such issues.

i) The rector of UiB will appoint a Board that shall function as the formal link between Sars and the UiB. The Board shall consist of 4 members. One member is nominated by EMBL. At least two of the remaining 3 shall be distinguished scientists, but not necessarily within the area of molecular biology. The Board shall not have formal links to the faculties of UiB. The role of the Board is to check that Sars operational conditions are in accordance with its scientific objectives. The member nominated by EMBL will participate in the annual meeting of the Board where major developments and long-term planning are discussed. The chair of the board will act as a liaison between Sars and UiB and shall be responsible for smooth and effective cooperation. It is important to note that the roles of the SAC and of the Board cover different domains. The SAC may suggest organizational and operational changes to the Board when appropriate. The SAC and the Board will establish communication that facilitates good interaction.

j) The Director reports to the Board of the center and to the SAC. The SAC reports to the rector of the UiB. The report from the SAC shall also be made available to the Board and to the NFR. The Board shall invite NFR to attend its annual meeting. This mechanism together with the permanent EMBL presence in the SAC and on the Board, will ensure the scientific quality and independence of Sars and that the EMBL partnership opportunities is optimally exploited.