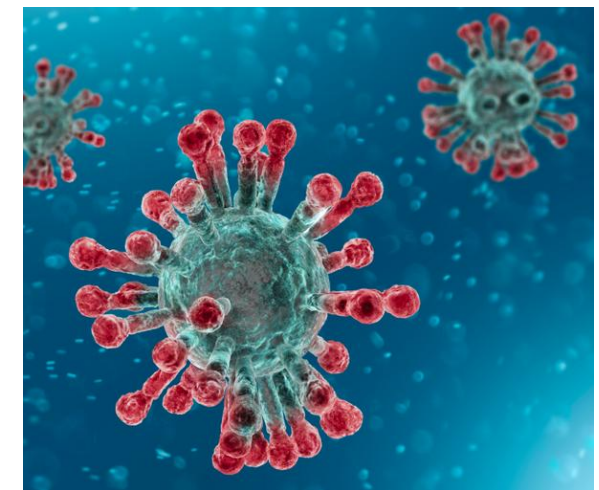


Administration Council, Dec. 2021



SUMMARY

- 1. Center for Innovation on Epidemiological Surveillance (CiVE):
main achievements**
- 2. Academic leveling program: background, objective, impact**
- 3. Other achievements and awards**

1. Center for Innovation on Epidemiological Surveillance (CiVE):

- Inaugurated on June 20th, 2021
- Main achievements:
 - SarsCov2 diagnostics: PCR Kit
 - Quantification of anti-SarsCov2 antibodies: ELISA Kit
 - Real time Genomic Surveillance: SarsCov2 sequencing

SarsCov2 diagnostics: RT-PCR

- 120.927 samples have been processed
- 22.996 positive cases detected (19% for the entire pandemic)
- In 2021, IPMon launched the Hisoparking, offering PCR-based testing for SarsCov 2 to the public:
 - Continue contributing to the national diagnostic capacity
 - To balance/moderate diagnostic costs or prices
 - Currently processing on average 400 samples per day

SarsCov2 diagnostics: ELISA Kit (serological test)

- Development of a quantitative ELISA kit to analyze anti-SarsCov2 immune Response. The kit was provided to the Ministry of Public Health (MSP)
- This development allowed IPMon/UdelaR to pursue different scientific projects:
 - Analysis of immune response in clinically relevant cohorts:
 - Transplanted patients
 - Patients in hemodialysis
 - Immunosuppressed patients (for example cancer, autoimmune)
- Longitudinal study of immune response in IPMon employees (ongoing)

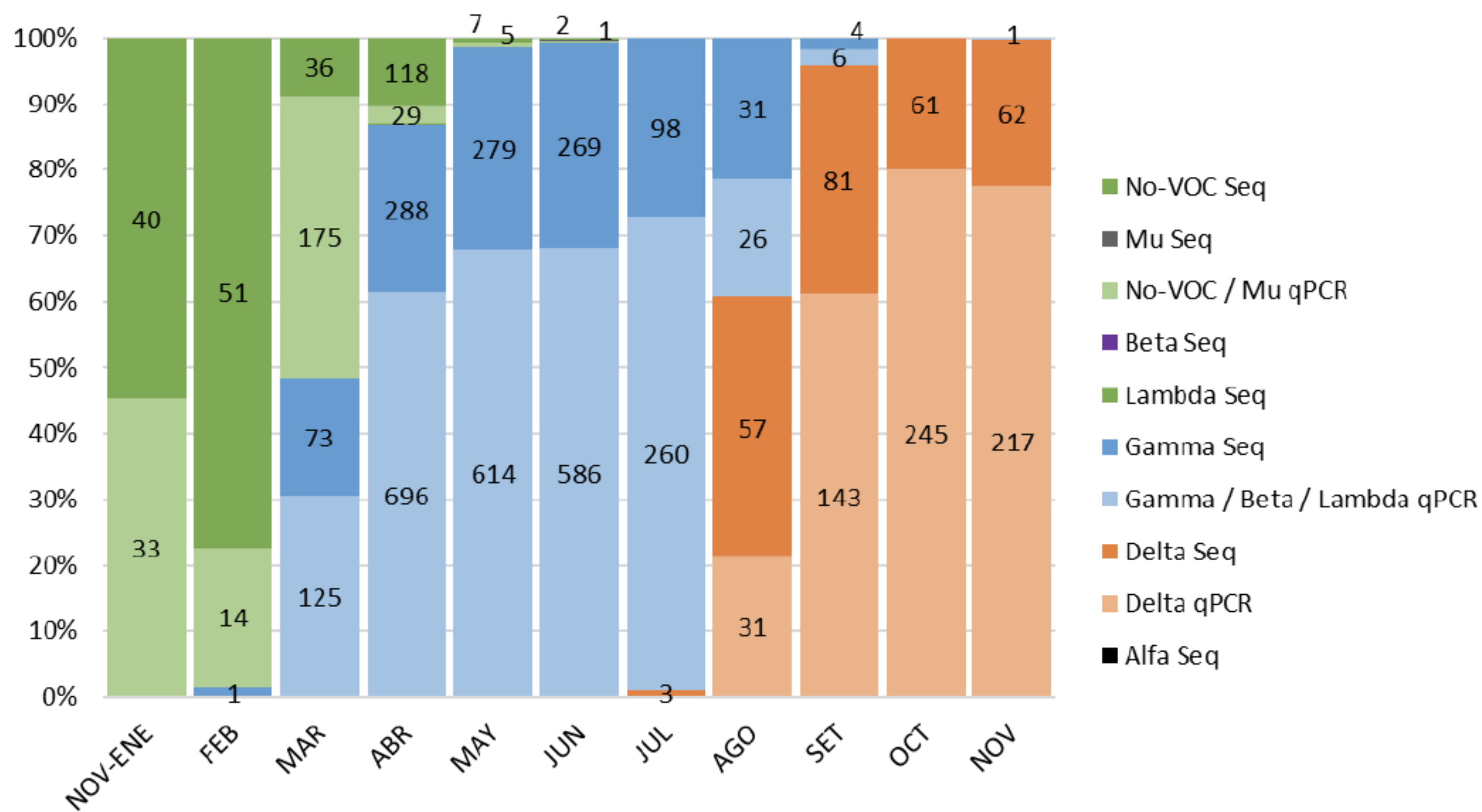
Longitudinal study (2 years) of SarsCov2 immune response: main results

- Samples were taken before vaccination, after the 1st and 2nd vaccine dosis, 3 months after the 2nd dose. Then, every three months for two years.
 - 15 days after 2nd dose: Coronovac= 400 BAU/ml (binding activity units)
Pfizer= 3000 BAU/ml
 - after 3 months: both platforms showed a marked reduction
Coronovac: 100 BAU/ml
Pfizer: 500 BAU/ml
- Results helped MSP to make a more informed decision on implementation of 3rd vaccine dosis
- 15 days after 3rd dosis (2 Coronovac + 1 Pfizer): 9000 BAU

Real time genomic surveillance (GTI) : main results

- The GTI (IPMon together with UdelaR and other partners) has been leading the national efforts to determine the strains of SarsCov2 circulating in the country
 - Samples received between March 15, 2021 and December 3rd, 2021:
 - Total samples: 5489
 - qPCR for VOCs: 5467
 - Sequenced samples: 1971
 - Validated sequences: 1592

Variantes detectadas por mes



Project FSPI: “Le Fonds de solidarité pour les projets innovants (FSPI)”, French Cooperation

- Epidemiological surveillance
- Technological transfer to other countries in Latin America (Bolivia, Ecuador and Paraguay)

2. Academic leveling program with a gender perspective:

- Background:
 - Complex salary scale and career ladder
 - Significant differences in salaries among scientist in comparable positions
- Moreover:
 - a significant delay in academic progression was observed in females
 - significant differences in salaries related to gender
- Concept: equal academic achievements and responsibilities = equal salary and institutional position

New promotion ladder (escalafón)

- Simplification: from 50 to 29 categories
- Similar ladder for technical careers
- Clear requirements for each category (for initial assignments and future promotions)
- Re-classified the entire scientific staff
- Promote young scientists

CARGO	HORARIO	SUELDO NOMINAL	FORMACIÓN ALCANZADA
INVESTIGADOR SUPERIOR	40	281.807	doctorado y posdoctorado
INVESTIGADOR PRINCIPAL	40	187.109	doctorado y posdoctorado
INVESTIGADOR PRINCIPAL NO RESPONSABLE	40	152.000	doctorado y posdoctorado
RESPONSABLE G4	40	144.200	doctorado terminado hasta 8 años, posdoc
INVESTIGADOR ADJUNTO SENIOR	40	127.305	posdoc/doctorado
INVESTIGADOR ADJUNTO	40	101.500	posdoc/doctorado
POSDOC	40	85.000	doctorado
ASISTENTE DE INVESTIGACIÓN SENIOR	40	75.000	doctorado
ASISTENTE DE INVESTIGACIÓN	30	45.000	maestría
AYUDANTE DE INVESTIGACIÓN (*)	30	29.462	licenciatura
ESTUDIANTE DE DOCTORADO	N/A	0	
ESTUDIANTE DE MAESTRIA	N/A	0	
PASANTE DE INVESTIGACIÓN REMUNERADO_NIVEL DOCTORADO (Nominal de beca doctorado)	30	33.100	
PASANTE DE INVESTIGACIÓN REMUNERADO_NIVEL MAESTRIA (Nominal de beca maestría)	30	26.200	
PASANTE DE INVESTIGACIÓN REMUNERADO_NIVEL FINALIZACIÓN DE CARRERA	20	16.600	

PROGRAM IMPACT:

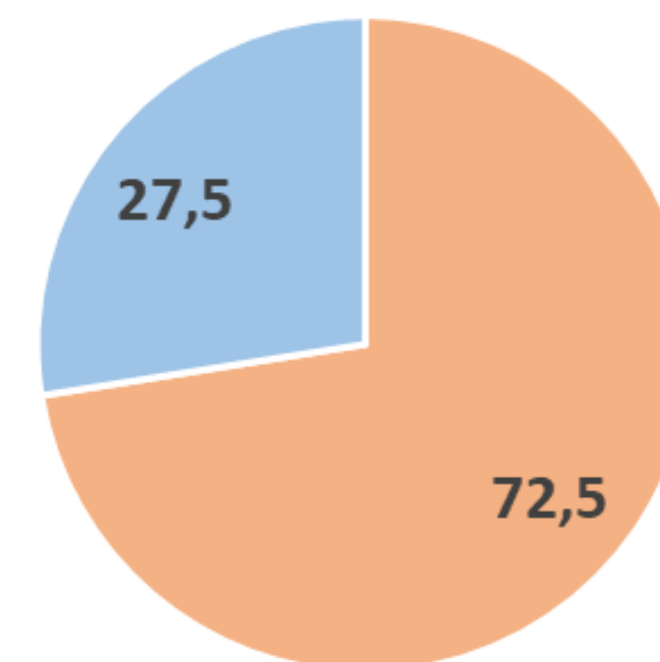
	Distribución por sexo		Movilidad	
	Número	%	Número	%
Mujeres	143	58.4	37	25.9
Varones	102	41.6	14	13.7



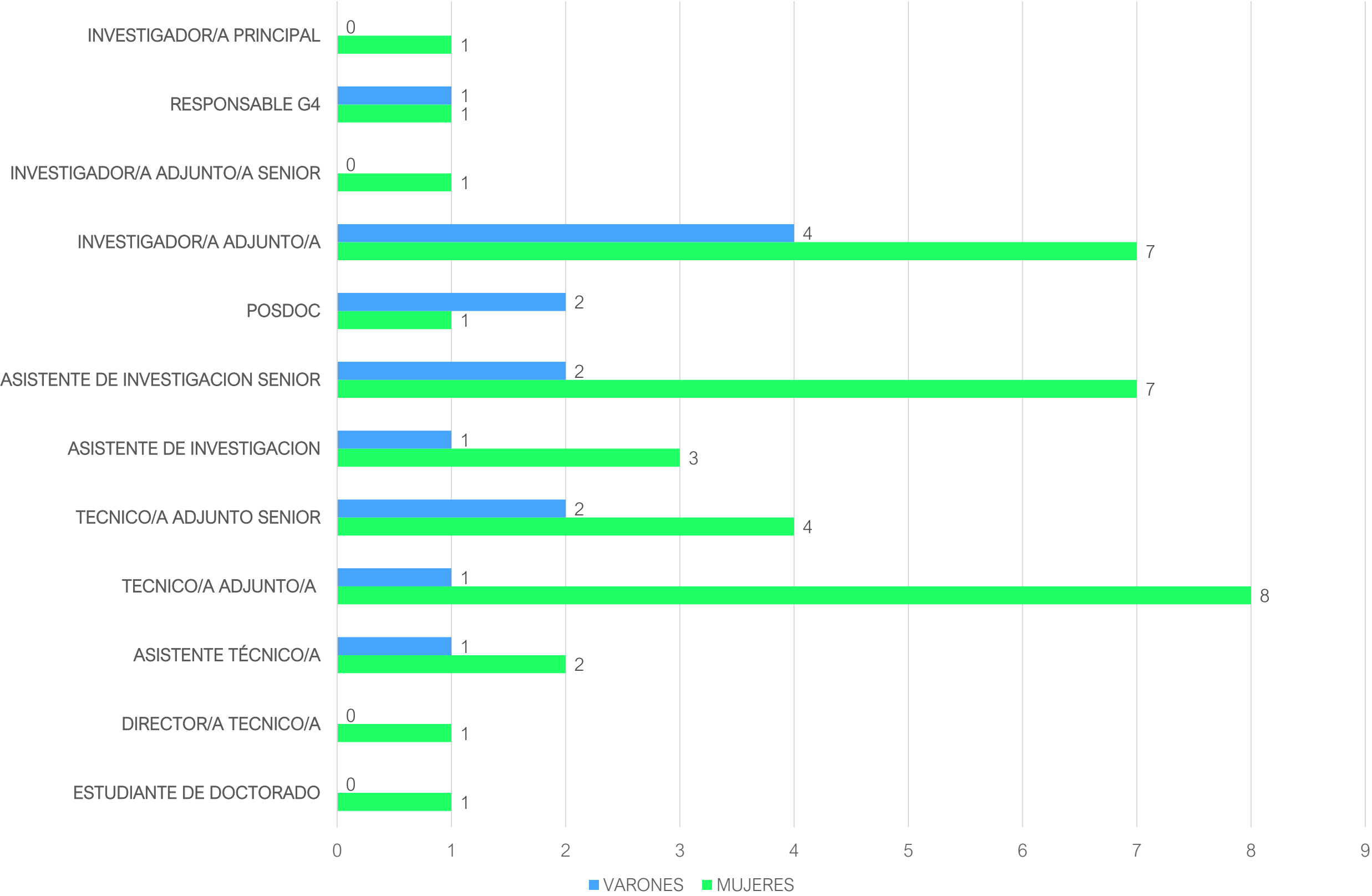
The program had a greater impact on women, who showed more depressed salaries and occupied lower positions in the career ladder.

Distribution by sex of the total number of people who improved their working conditions (stability, salary)

■ Mujeres ■ Varones



Programa nivelación académica incremento salarial por cargo según sexo



The positions to which women accessed the most are:

Associate Technician (Técnica adjunta),
Senior Research assistant (Asistente de Investigación Senior),
Associate Researcher (Investigadora Adjunta)

PROGRAM IMPACT:

- Salaries will be redistributed more equitably at the institute

		Total salary August 2021	Total post- leveling salary	Previous average amount per person	Subsequent average amount per person	Increase
Women	97	5.267.682	6.841.840	54.306	70.534	30%
Males	59	4.744.045	5.358.296	80.408	90.818	13%

3. Other academic actions:

1. Creation of an institutional Gender Advisory Council
2. More than 90 papers published in 2021
3. Second (out of five) calls for Young Scientists to apply for an Institutional Full Time Senior Associate Researcher:
 - 4 positions available
 - 16 applications received
4. Call for postdoc positions
 - 2 positions available
 - 8 applications received
5. Recruitment of last G4 Young Scientist: Dr. Nicolás Sarute (Virus-cell interactions)

3. Academic awards:

1. Dr. María Eugenia Francia was granted one of the three international G4 groups (Pasteur Network)
2. Dr. Emiliano Trías: recognized by the Brain Research Organization (IBRO)
3. Dr. Natalia Lago: awarded a Marie Curie Fellowship
4. Dr. Gregorio Iraola: winner in the Talent Awards (Pasteur Network)
5. Dr. Virginia López: awarded one of the five SarsCov2 ICGEB projects

3. Academic Awards: Chan-Zuckerberg Initiative

1. Dr. Leonel Malacrida: winner in CZI Imaging Scientists program

- Five year funding to create the Advanced Bioimaging Unit (UBA), a joint effort together with Hospital de Clínicas, UdelaR

2. Expanding Global Access to Bioimaging Program: IPMon researchers obtained funding for 3 proposals (out of 17 awarded)

- Building a collaborative network to advance bioimaging in Latin America, Coordinated by Andrés Kamaid
- Building Bioimaging Capacity in South America, co-led by Alejandro Buschiazzi at IPMontevideo, together with Natalia Lisa (Instituto de Biología Celular y Molecular, Rosario, Argentina) and Rodrigo Portugal (Laboratorio Nacional de Nanotecnología, Campinas, Brazil)
- Expanding Access to Advanced Bioimaging Technology in Latin America, led by Leonel Malacrida, Marcela Díaz and also Kamaid

3. Ongoing effort:

Infrastructure collaboration between Uruguay and Europe: An engine for research alliances with European Union, bioscience innovation, and health solutions

Ongoing effort to create an integrative bioimaging Hub located at IPMon in collaboration with Instruct Eric and Euro Bioimaging

Led by Dr. Leonel Malacrida and Dr. Alejandro Buschiazzi



Merci, Muchas gracias, Thank you!