



STRATEGY 2023–2030

Faculty of Psychology



UNIVERSITY OF BERGEN

ABOUT THE FACULTY	5
Values	6
Visjon	6
RESEARCH AND INNOVATION	8
Vision for research and innovation at the faculty	8
Strategic choices within research and innovation	8
EDUCATION	13
Vision for the faculty's educational programs and courses	13
Strategic choices for the faculty's educational programs	13
DISSEMINATION AND CONTACT WITH SOCIETY	17
Vision for the faculty's dissemination	17
Strategic choices for the faculty's dissemination	17
WORKING ENVIRONMENT, WORKPLACE, FINANCES	19
Vision for the faculty's working environment, workplaces, and finances	19
Strategic choices in the areas of work environment and workplace	19

Approved by the Faculty Board May 11th, 2023



ABOUT THE FACULTY

The Faculty of Psychology was founded in 1980 and for over forty years has carried out research, education and dissemination that is highly relevant to human development, growth and needs. We pride ourselves on our academic breadth in the tradition-rich disciplines of psychology and pedagogy, as well as disciplinary areas such as child protection and welfare, speech therapy, health promotion, and global development. Within psychology, we cover areas of basic research such as biological psychology, cognitive neuroscience, cognitive psychology, personality psychology, social psychology, and developmental psychology, as well as applied areas such as clinical psychology, work and organizational psychology and school and educational psychology. Within pedagogy and educational studies, we embrace fundamental theoretical and philosophical questions, as well as applied issues in the field of education, including special education and university pedagogy.

We have high international ambitions for research at the faculty within both basic disciplines and practical fields such as psychotherapy and treatment, climate and sustainability, organization and management, risk and preparedness, diversity, classroom processes and educational leadership.

All the faculty's study programs are research-intensive. We offer research-based educational programs including one year-programs, bachelor's degrees and master's degrees in psychology, pedagogy, and special education, as well as a six-year program of professional study in psychology and master's degrees in applied fields such as child protection and welfare and speech therapy. We also contribute to all the teacher education programs at the University of Bergen. We offer extensive doctoral research training with approximately 100 PhD candidates in the faculty's PhD program.

In 1980, the faculty had about 700 students. Today, we have a large number of applicants and well over 2000 students in our study programs at any given time. Every year, more than 900 students have individually supervised placements or internships, and the faculty operates a psychological clinic which offers over 3000 client/patient treatment hours per year. We offer training in university pedagogy to all academic staff at the university as well as training in digital competence to all students and staff. The faculty participates in extensive collaboration with research institutions locally, nationally and internationally, and we have extensive and binding cooperation within all our fields of practice.

Values

The faculty's cornerstone is academic autonomy. We emphasize the value of strong basic disciplines, interdisciplinarity and multidisciplinary, as well as a safe, motivating, and creative working environment for staff and students. The faculty emphasises the importance of co-determination, diversity, and critical thinking, which depends upon mutual respect and trust.

Visjon

A FACULTY DRIVEN BY CURIOSITY AND CHARACTERIZED BY SCIENTIFIC APPROACHES: We conduct bold research of high scientific quality. We have high ambitions for our disciplinary work while at the same time cultivating multidisciplinary in both research and education.

A FACULTY FOR SOCIETY AND THE PUBLIC GOOD: We generate research-based knowledge that is highly relevant for a sustainable society. We educate competent professionals who can solve the challenges of the future in collaboration with actors in the fields of health, education and care, in both the public and private sectors. The faculty's research, education and dissemination play a part in contemporary efforts to create a sustainable and secure future. Using scientific approaches, we shed light on growth and the necessary conditions for such throughout the lifespan.

A FACULTY CHARACTERIZED BY PARTICIPATION, CO-DETERMINATION AND WELL-BEING: We create space for the participation, critical reflection and growth for all our staff and students. We are characterized by an inclusive culture which invites diversity, dialogue, and visionary ideas.



RESEARCH AND INNOVATION

Vision for research and innovation at the faculty

The faculty will be characterised by research of high scientific quality that engages and inspires, and by a high success rate on international research applications. We will be a leader in national conversations and will be visible in research on human development, growth, and relationships as well as in research on education and the prevention, evaluation, and treatment of psychological disorders. Our research will be innovative and curiosity-driven both within and between disciplines. The faculty's basic research will explore the unknown and critically challenge the knowledge of today. Our research will contribute to the public good, in collaboration with the education, health, and care sectors. Our research topics range from basic research on consciousness and cognitive processes, to applied fields such as risk and preparedness, climate, sustainability, use of artificial intelligence, organization and leadership. We seek to balance long-term curiosity-driven basic research, the creation of innovative solutions, and applied research addressing present challenges.

Clinical research and research relevant to practice is important to the faculty, and it is our ambition to strengthen this type of research, including by applying methodology from basic research. Our research will be characterized by the rigorous and creative use of methods, and we will deliver innovative solutions to future challenges. The faculty will offer excellent research support at all levels, as well as strategic and stimulating research leadership which recognizes and promotes team players.

Strategic choices within research and innovation

Strengthening support and infrastructure: The faculty aims to strengthen outstanding research and to provide scope for thematic breadth. We will protect individual researchers' time and give all academic staff the best possible opportunity to conduct ambitious research. This includes practical support and facilitation of the development and management of research projects, solid research infrastructure, time-saving

systems for planning teaching, and optimal internal organization of work tasks. When investing in research infrastructure, the faculty will strive to achieve financial sustainability through user funding. We will facilitate long-term planning and targeted follow-up of all academic staff and the personal development of young researchers.

Harness the potential of multidisciplinary and interdisciplinary collaboration: We will harness the potential of interdisciplinary collaboration both within and outside the faculty's disciplinary units. We will participate in efforts to remove internal barriers at the university for research collaboration across faculties.

Promote internal collaboration: The faculty will facilitate positive and constructive research collaboration across units. We will encourage effective communication, interaction and cooperation across our disciplines, research groups and units. We will create meeting places where we can gain insight into each other's research. We are committed to fostering productive and seamless collaboration among scientific, technical, and administrative staff.

Promote external collaboration: Through our ambitious and broad collaborations within the Alrek health cluster and through other partnerships and user organisations, the faculty will develop meaningful and productive relationships with private sector businesses, public institutions and civil society in order to develop socially beneficial research projects. The faculty will prioritize long-term practice-based research collaboration with the education sector, municipalities and county authorities, as well as healthcare institutions, and facilitate different forms of user participation. For many years, the faculty has coordinated the national collaboration for recruitment to positions requiring dual competence in psychology (i.e., completed PhD and specialist competence). This is a collaboration the faculty aims to continue as a strategic tool at a regional level, both in terms of recruitment and external collaboration. We will work diligently on researcher recruitment as well as for an equivalent collaboration with the education sector. We seek external communication that enhances knowledge among our collaborators and builds networks.

Stimulate research leadership, teamwork, and good working communities: We will enhance competence in project management and quality assurance routines for research. We will facilitate effective research management while highlighting the crucial role of teamwork at all stages in the research process. We will also strengthen the units' capacity and ability to run projects. We will foster collaboration between technical/administrative staff and scientific staff, where everyone works together in all aspects of the research process.

Strengthen the culture for submitting research proposals: The faculty wishes to establish a creative, stimulating, and informed culture for submitting applications for both small and large research projects. The faculty will stimulate and create a culture of innovation in research and education among both staff and students to generate inno-

vative and efficient solutions to current socially relevant challenges. The faculty aspires to set ambitious targets for research applications each year and will strategically use subject-specific evaluations to develop research management and project proposals.

Ensure ethical and responsible research: The faculty will encourage staff to maintain a continuous focus on ethical and responsible research. This includes ensuring that both novice and experienced staff are up-to-date on current regulations and are proficient in quality systems for data privacy, data security and research ethics.

Support early-career researchers: The faculty will continue its efforts to recruit students into research early and make them competitive for future research careers. We will develop a predictable and strategic use of doctoral positions to succeed in national and international recruitment for research training. The faculty's research schools are central for the targeted education of future academic staff in academia and in society at large, and will strive to ensure stable access to resources for a focused and competent education at the doctoral (PhD) level.

Utilize research opportunities at the University Psychological Polyclinic: The faculty will capitalize on the unique research opportunities offered by our four sections at the University Psychological Polyclinic, including interdisciplinary collaboration within the faculty and with other units and institutions at the Alrek health cluster.

Engage students in research: The faculty aims to harness the potential of involving students in the research process – from idea generation to practical implementation. This will also be part of our long-term recruitment plan for research.

Promote innovation: We will facilitate motivation and innovation in the broadest sense. The faculty's research groups have great potential to develop research-based innovations that benefit target groups and society as a whole. This may involve new and more relevant or efficient solutions to problems, as well as improved methods and procedures. There is also potential for innovation within our large and diverse student group.





EDUCATION

Vision for the faculty's educational programs and courses

The faculty will provide our students with education that is both scientifically grounded and socially relevant. Our study programs should arouse curiosity and motivate students to reflect, ask critical questions and develop academically. Our alumni will be well-educated professionals equipped to face the challenges of the present and future. They will be attractive to employers across all sectors – regionally, nationally, and internationally.

The education we offer will be based on up-to-date research in their respective fields, and on up-to-date research on learning and teaching. The teaching will meet the principles of universal design and will reflect values of diversity and inclusion, with both students and staff representing the diversity of the population. Everyone will feel a sense of belonging and involvement. Students in profession-oriented studies such as psychology, teacher education, child welfare and protection, and speech therapy will be able to integrate the theoretical and practical components of their education. They will be able to participate in interdisciplinary and interprofessional cooperation characterized by equality and mutual respect. We will strengthen and further develop the faculty's study programs and work diligently to improve the conditions for teaching.

Strategic choices for the faculty's educational programs

Increase proximity to research for students: In all the faculty's study programs, students will experience a close connection to the university's foundation: research. Students will gain insight into all aspects of the research process, and they should have both a broad understanding of research methods in their field and the skills to apply these methods in their own tasks. Students should understand that their instructors are active researchers, as teaching should to a greater extent integrate the faculty's research into the curriculum.

Be relevant to society and further develop connections to practical fields: The faculty has extensive connections to society and aims to further develop these connections. This includes addressing new societal needs related to rapid technological advance-

ments. The faculty will cultivate its connection to practical fields and aspire to be at the forefront in relevant practice areas in terms of integrating theory and practice and in research collaboration. We will further develop the extensive supervised practice periods in relevant study programs. We will also work to expand internship and practical training opportunities for more bachelor and master programs. The faculty will further develop routines for closer contact with those who employ our graduates.

Contribute to lifelong learning: As a significant part of our engagement with society and contribution to lifelong learning, we will develop and offer a wide range of postgraduate and continuing education programs and courses that stem from and are integrated with the units' regular offerings and research themes. Postgraduate and continuing education also provide a platform for the faculty to learn from fields of practice and the labor market. The faculty will also seek to develop research collaboration in the business and labor sector.

A learning environment which is inclusive, universally designed, and relationship-rich: To promote learning, to promote diversity, and to prevent student dropouts, the faculty will facilitate an inclusive and universally designed learning environment. We want all our students to experience a sense of belonging and the opportunity to participate. The faculty will encourage student engagement in teaching and create an environment for strong relationships between students, and between students and staff. An essential element of this is to provide opportunities for students' participation in academic critique and academic politics.

Effective and respectful internal communication with students: We will further develop a close and tailored communication with students, which involves providing clear and timely information that fosters a sense of belonging and inclusion.

Perspective - choices and exchange opportunities: The faculty will offer students the broadest possible perspective in their own field of study and work to offer them more options in terms of courses and study programs that allow them to move across subjects, departments, and faculties. An important element in broadening students' perspective is internationalization - the opportunity to take courses in other countries - together with the fact that we also welcome overseas students. The faculty will systematize efforts to establish concrete agreements with selected institutions in other countries so that students can easily take relevant courses in universities abroad.

Leveraging opportunities for collaborative learning: The faculty will leverage our unique portfolio of research and study programs in psychology, pedagogy, child welfare and protection, health promotion and more, to provide students with interdisciplinary learning and experience. The faculty aims to take advantage of our multidisciplinary profile to prepare students to collaborate in their professional lives, where they will be expected to collaborate with professionals from other disciplines.

Strengthening instructors' pedagogical competence: The faculty will strengthen instructors' pedagogical competence and opportunity to be creative in developing teaching and assessment. We will establish meeting spaces across the study programs and departments to foster this. We will also encourage the effective use of the scheme for Excellent Teaching Practitioners at the University of Bergen, where we will further refine the criteria and procedures.

Facilitate assessment that promotes learning: We will create an environment that actively encourages the use of various assessment methods that ensure alignment between learning outcomes descriptions, teaching methods, working approaches, and assessment, both at the course and program levels. In the development of assessment methods, we will emphasize that they should contribute to students' learning.

Further develop effective course planning and standards for allocation of teaching tasks: The faculty will prioritize efforts to simplify course planning with the goal of achieving a predictable, well-organized, and fair division of work. We will establish clear standards for the allocation of time to different teaching activities.



DISSEMINATION AND CONTACT WITH SOCIETY

Vision for the faculty's dissemination

The faculty will engage in an active and participatory dialogue with society - locally, nationally, and internationally. The faculty will be both inviting and visible. We will emphasize high-quality research communication and will disseminate scientific insights from our research to relevant target groups and partners. Through a critical, open and fact-based dialogue, the faculty will share knowledge with our target groups and partners and participate actively in public discourse. We will work to make the faculty's expertise and areas of research and teaching visible locally, nationally, and internationally.

Strategic choices for the faculty's dissemination

Building competence and motivating nuanced research communication: We will further develop research dissemination that is open, inclusive and innovative. We will increase researchers' competence and motivation for communicating their research to a general audience. The faculty's departments and centers will be encouraged to recognize to a greater degree researchers' efforts to disseminate their research findings to a broad public.

Highlight the relevance of our study programs: We will emphasize the career opportunities and the quality of the faculty's educational offerings for prospective students and employers.

Build lasting relationships with our graduates: We want our graduates to take pride in their education from the faculty, and we consider lifelong contact with our graduates as a source of connection with our practical fields for internship and practicum opportunities. Therefore, we will develop procedures for sharing innovations in our disciplines and changes in educational offerings with all our graduates.

Norwegian terminology as a central element in academic dissemination: The faculty's disciplines and research topics influence the population's self-understandings, and we will contribute to further the development of Norwegian terminology in our disciplines, publishing in Norwegian and creating more Norwegian textbooks.

General visibility of the faculty in social media: The faculty will develop an effective approach and practical procedures for publishing relevant information online and creating informative, inviting, and up-to-date web pages. We will increase our use of social media to share information about research and education.

WORKING ENVIRONMENT, WORKPLACE, FINANCES

Vision for the faculty's working environment, workplaces, and finances

The faculty will be a workplace with an open and inclusive attitude that allows for autonomy, quality, and creativity in all our activities. The faculty will foster a universally designed working environment for staff and students that is characterized by unity, well-being, inclusivity, equality, and collaboration. The faculty will establish forward-looking spaces and an organization that promotes interaction, creativity, communication and belonging for all staff and students. The faculty will be characterized by ambitious revenue generation through successful research grant applications and initiatives related to postgraduate and continuing education.

Strategic choices in the areas of work environment and workplace

Support career development: The faculty will facilitate career development for all staff and create opportunities for professional development. We will strengthen leadership development at all levels.

Further develop transparent decision-making processes and work methods: The faculty will foster a culture of openness and create space for new work methods. We will work diligently to create an organization marked by transparency, clear and transparent decision-making processes, and optimal division of labour between job categories and units.

Establish meeting places, mutual familiarity, a strong culture of collaboration, and internal communication for staff and students: The faculty aims for staff to become better acquainted with one another across research groups, study programs, and units. We wish to promote a strong culture of collaboration and therefore, establish quality meeting places for all staff. We will also develop simple and efficient procedures for internal communication - for both staff and students. We aim for internal communication that is inclusive and clear.

Strengthen international relationships: We aspire to be a faculty characterized by international relationships for both staff and students.

Adopt a conscious and inclusive attitude to working languages: In our language policy, the faculty takes into account both our desire to further develop Norwegian specialized terminology in our fields, and our aim to communicate effectively with all staff. We acknowledge that we are a vital part of Norwegian society, while also being dependent on close international collaboration and international recruitment. We will facilitate an appropriate use of both Norwegian and English.

Maintain transparent finances with a greater focus on revenue generation: The faculty will be characterized by transparent finances. We will strategically build on the financial foundation provided by funded study programs. We also recognize the significance of additional revenue for quality research and academic development at the faculty. We will pay special attention to obtaining research grant approvals and developing offerings in postgraduate and continuing education.

Work towards geographic consolidation and a suitable departmental and administrative structure: We will promote a strong sense of unity among all staff and aim to reinforce the faculty as a workplace with an open and inclusive attitude that allows for quality and creativity. Consequently, we will emphasize flexible work spaces with social zones, prioritize establishing inviting and inspiring environments that encourage presence, and foster an active and vibrant working and learning environment. We want to be characterized by forward-looking universal design. We will strive to make the three main buildings, Christies gate 12, the Alrek health cluster and the BB-building, lively spaces for students and staff. We aim to increase the number of student workspaces and student social areas. The faculty will work towards consolidating units in fewer buildings. Starting with well-functioning units, we will explore what the optimal departmental and administrative structure should be in the future, considering criteria such as disciplinary development and affiliation, affordances of the physical space, suitable infrastructure, laboratory facilities for equipment-intensive research environments, as well as cost-effective and sustainable operations.

FOTOKREDITERING

[fotograf for de andre bildene inn her] Side 21: Sandra Ječmenica





uib.no

Det psykologiske fakultet
Christies gate 12, 5015 Bergen
post@psyfa.uib.no