



FACULTY OF PSYCHOLOGY



STRATEGY 2016–2022 // UNIVERSITY OF BERGEN

STRATEGY 2016–2022

(Adopted by the Faculty Board on 15 June 2016)

The Faculty of Psychology has a broad thematic profile based on various subjects and professional programmes. This provides opportunities for collaboration and innovation across the academic communities. The faculty's research is based on the ideal of high ethical standards and outstanding quality in the face of national and global societal challenges. Students will be offered research-based, internationally oriented and societally relevant education. The faculty shall be an active participant in the public debate through the dissemination of knowledge and expertise.

The faculty's key research areas are basic and applied research in psychology, public health, child care, speech therapy, pedagogy and educational science, as well as global and development-related research.

The faculty administers and develops study programmes of high importance to health, education, society and working life. The study programmes shall be among the most sought after study programmes at UiB and have high completion rates. Faculty graduates will have acquired solid knowledge, skills and expertise as a basis for fulfilling their role in society.

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RESEARCH

The faculty's goal is to be at the forefront of international research in central subject areas while also being a national leader on central topics. The faculty shall contribute to this through the active recruitment and development of talented researchers, and by providing excellent research environments with good conditions for growth. Provisions will be made for the development and creation of promising research communities, research groups and research topics. A significant part of the faculty's research shall be based on external funding. The extent of international sources of funding shall increase, especially EU funding through "Horizon 2020". The goal is to increase external revenue (BOA) from the current 15% to 20% of the total budget by the end of the period. The faculty will follow up central priorities in UiB's strategic plan and actively participate in interdisciplinary collaboration in order to help answer complex societal questions of relevance to health, education, society and working life.

THE FACULTY'S PLAN OF ACTION IS TO:

- recruit more top international researchers through attractive recruitment channels, such as Bergen Forskningsstiftelse (BFS) and internal strategic resources
- increase the proportion of periods working abroad for post-doctoral fellows and permanent academic staff in order to increase international cooperation
- make provisions for the exchange of experience from application activities and for all academic staff to actively participate, in order to increase external project funding
- use subject-specific evaluations strategically in order to develop good research groups and facilitate the development of young research leaders
- contribute to innovation in society and business as well as good innovation processes in the relevant research communities
- increase administrative expertise for innovation and creativity and utilise BTO (Technology Transfer Office in Bergen) actively in relevant academic communities for innovation

The faculty shall maintain and renew infrastructure, technical expertise and advanced scientific equipment. There are several research communities that base their research on advanced technology and technical expertise. In addition, several academic communities at the faculty depend on good technical and administrative support for register and survey data in order to maintain and extend their research activities.

FAKULTETETS TILTAK ER Å:

- facilitate laboratory based research and good infrastructure
- maintain and further develop a model for good research administrative support including major surveys, data collection and laboratory research

The faculty will continue efforts to recruit students early to research and make them competitive in terms of future research careers. The doctoral programme shall have a high academic standard, and at least 80% of the doctoral candidates shall graduate within the prescribed time. The faculty wants to continue the arrangement of basic, common research training and subject-relevant research school courses for all PhD candidates. Appropriate organisation of graduate schools will be assessed continuously. In order to ensure the optimal use of the teaching resources for doctoral candidates, emphasis will be placed on developing efficient processes for the allocation and follow-up of the teaching of PhD candidates. The active career guidance and follow-up of PhD candidates will be prioritised throughout the training period. Faculty PhD candidates are valuable future network partners and collaborators in key societal arenas, both inside and outside academia.

THE FACULTY'S PLAN OF ACTION IS TO:

- integrate projects at bachelor's and master's level in existing research group projects
- clarify the possibility of an academic career path from bachelor's and master's education via student grants, research training, doctoral programmes and post-doctoral fellowships
- actively participate in the UiB's commitment to tenure-track positions
- make PhD candidates competitive in the labour market, for example by providing opportunities for career guidance, educational training and teaching experience in the doctoral programme
- ensure that PhD candidates are offered training and experience in writing project proposals
- integrate PhD and post-doctoral positions in research proposals to for example NFR and EU
- optimise the organisation of research training and research schools

The faculty is responsible for the national recruitment programme for positions with dual competence in psychology (completed doctoral degree and specialist qualification) that will improve access to qualified applicants for positions where they are needed or where dual competence is required. The faculty will work to ensure that dual competence education in psychology is anchored and continued in a regional model in collaboration with the health authorities. It will also work on a similar possible model for municipal health services and specialisation in social and community psychology.

FAKULTETETS TILTAK ER Å:

- prioritise long-term research collaboration with health authorities, including the dual competence positions
- investigate the possibility of dual competence projects aimed at front-line services in municipalities





EDUCATION

The faculty will have strong academic environments that offer attractive research-based studies with a high quality and relevance to society, including by developing and recruiting competent academic staff who are active researchers. Preparation for and collaboration with working life will be emphasised in order to strengthen recruitment and the completion of the study programmes. The faculty shall have an inclusive and attractive learning environment. All study programmes shall have a minimum of two first priority applicants per available study place. Through-put at undergraduate level should increase during the period to at least 75%. The faculty's goal is to promote lifelong learning, and during the period several attractive further and continuing education options will have been developed

THE FACULTY'S PLAN OF ACTION IS TO:

- provide research-based teaching and integrate current research in the teaching at the faculty
- implement "Curriculum changes for increased quality of education and a strengthening of departmental academic groups" (The Education Quality Project) and continuously follow-up the project during the strategy period
- have annual admission to all the faculty's one year, bachelor's and master's programmes
- offer a course of study from bachelor's, master's and professional studies to PhD level in all the faculty's subject areas
- highlight career opportunities for all study programmes through marketing and career guidance in order to increase recruitment and prevent drop-out
- test and evaluate possible models for a mentor programme
- assess and evaluate possible work experience arrangements for several degree-conferring programmes of study where relevant
- develop an attractive departmentally anchored further and continuing education portfolio

Where it is desirable and possible, the teaching will be organised so that individual lecturers have more periods with uninterrupted time for research. The faculty will emphasise continuing professional development and competence development that stimulates employees to adopt varied teaching and assessment methods, including digital teaching and assessment.

THE FACULTY'S PLAN OF ACTION IS TO:

- further develop new forms of teaching and supervision planning, both to ensure teaching quality, uninterrupted time for research and predictability
- stimulate to increased use of digital teaching methods in all study programmes

The faculty's study programmes shall be regularly evaluated, developed and renewed. In order to address this, the faculty places an emphasis on teaching management, and development of best practices for planning, implementation and evaluation. Assessment of suitability in professional education is an important part of the faculty's societal mission. The faculty shall use participatory evaluation of teaching and other educational activities for raising academic quality. The established collaboration with the University Library will be continued by integrating courses in searching for information, source criticism, cheating and other ethical aspects of academic writing in all study programmes.

THE FACULTY'S PLAN OF ACTION IS TO:

- adopt participatory evaluation as a model for the evaluation of teaching in all study programmes
- increase collaboration across programmes and departments, especially with regard to teaching methodology, ethics, philosophy of science and information competence (The University Library)

A good learning environment requires a good working environment for the students. The faculty will make provisions for students to be heard, integrated and respected as important players in the faculty's activities. Provisions will be made for systematic dialogue with student representatives and the stimulation of an active student democracy. The studies will allow for both individual activities and opportunities for learning in social interaction situations. The faculty prioritises a good student work environment to strengthen learning and create greater professional affiliation.

THE FACULTY'S PLAN OF ACTION IS TO:

- continuously evaluate the need for student work places and subject and social student premises
- help students experience a sense of belonging and identification with the faculty's fundamental goals and values
- stimulate an active and well functioning learning environment and student democracy through framework grants to the student committee and permanent meeting spaces at departmental and faculty level



INTERNATIONALISATION

One of the faculty's goal is to be at the forefront of international research and for the students to receive an internationally oriented education. Long-term and binding international cooperation partnerships are an important part of achieving this. Increased international cooperation is important to societal responsibility by contributing to the development of international research and education, and for the development of our own operations through cooperation with other institutions. The faculty therefore facilitates research visits to foreign institutions, international guest researchers, partnership agreements and student exchanges.

An important part of this work is the establishment of partnership agreements for student and researcher exchanges. In order to increase the number of incoming students it will be a priority to provide English language topics in all study programmes. The faculty will also work to ensure that incoming students are an integral part of the student community and relevant academic communities locally.

THE FACULTY'S PLAN OF ACTION IS TO:

- help the departments to participate in international research and teaching networks
- stimulate more of our research communities to develop as attractive partners for foreign institutions
- ensure that there is a balance between incoming and outgoing students and increase their numbers through the use of existing exchange schemes, for example Erasmus
- increase the availability of English language courses in the study programmes of all departments
- be flexible in relation to returning students with the recognition of partial studies from abroad and the planning of specially adapted teaching
- have established at least one departmentally anchored partnership agreement with a foreign university per study programme in which there is a provision for exchange programmes
- stimulate student bodies to establish academic and social meeting points between incoming and home-based students at the faculty



EDUCATION AND COMMUNITY RELATIONS

The faculty's goal is to have researchers and specialists who actively pass on research based knowledge, participate in social debate and increase understanding of the importance of free and independent research. They shall be visible through the publication and promotion of high quality research through academic publication channels, own websites, media and other socially relevant channels. The faculty's research is relevant to several of society's large and important sectors within health, education and working life.

The faculty will help students, PhD candidates and staff to develop the competence to actively disseminate and apply their knowledge in society.

THE FACULTY'S PLAN OF ACTION IS TO:

- disseminate research results with relevance to health, education, society and working life.
- highlight the faculty's research, innovation and education on websites and in the media
- have fixed points of contact with society and industry, such as alumni events and career days
- use Open Access as the preferred publishing platform in order to make the faculty's research as accessible as possible
- strengthen the availability of communication training in the doctoral programme through courses organised by, among others, the University Education and Communications Department
- give students at postgraduate level training in communication by offering an annual cross-disciplinary gathering

ORGANISATION AND WORKING ENVIRONMENT

All students and employees at the Faculty of Psychology shall feel that they are making an important contribution to achieving common goals. This shall be achieved through involvement and participation. Provision will be made for predictable and transparent decision-making processes with a high degree of transparency at faculty and departmental levels. Informal meeting places will be established such as student lunches and breakfasts in departmental and faculty settings in order to ensure good dialogue with the student committee and union representatives.

UiB shall be a diverse, open and inclusive workplace which takes into account the needs of its staff during every phase of their lives. The working environment will be stimulating, engaging and fair, in order to make the faculty an attractive workplace. The faculty will facilitate secure jobs with good career opportunities in which there is systematic work on skills development, language training and career development plans. All employees are to be offered annual appraisals with a focus on both the working environment, job satisfaction and career development.

The faculty will facilitate and develop an appropriate organisational structure. Responsibilities will be seen in context, and expertise will be better utilised across units and levels. In order to help create unity in the organisation's activities, emphasis will be placed on strengthening the collaboration at university, faculty and departmental level.

The faculty will further develop a strong academic and administrative management with a high level of expertise. Anyone with management responsibility in terms of personnel management and/or work management will be offered training in relevant management roles. It is important to continue efforts to achieve a better gender balance at all levels of the organisation, and to place emphasis on an extended equality concept with measures against all forms of discrimination. The faculty shall have an inclusive culture when welcoming all new employees.

FAKULTETETS TILTAK ER Å:

- throughout the period, assess the organisational structure and nomenclature of the faculty and departments
- conduct systematic aHSE work at all levels
- provide training and leadership development for everyone with management responsibility
- facilitate skills development for technical and administrative staff
- conduct appraisals for all employees
- pursue an active senior policy
- recruit the best candidates in all job categories and use the extended equal opportunities concept when making appointments
- pursue informal meeting places and dialogue forums with students and representatives





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