Action plan for the Faculty of Science and Technology, 2016-2017

Based on Mission and Core Values of the Faculty of Science and Technology (TEKNAT 2015/6)

Adopted up by the Faculty Board on 12/04/2016
Foreword

In 2014, Uppsala University adopted an overall Mission and Core Values (UFV 2013/110), as a step in its efforts to achieve world-leading research, first-class education, and attaining excellence and benefiting society. The overall goals for all operations are that:

- The university will strengthen its position as a leading international research university
- The university will attract the most qualified academic staff from all over the world
- All education will maintain the highest national and international quality and all students will be given the opportunity to acquire first-class knowledge in their subject area as well as general academic skills
- All students will be given the opportunity to acquire critical thinking skills, a scientific approach and attitude, and fundamental ethical principles
- Postgraduate education will be a well-known and attractive choice for the most motivated and qualified students from all over the world, and the proportion of students in postgraduate education will increase
- Doctoral education will maintain the highest national and international quality and be a well-known and attractive choice for the most motivated and qualified students from all over the world
- A constant endeavour to attain the highest national and international quality standards will permeate everything we do
- The collegially based organisation will be well-anchored in the entire university and engage all employees
- Collaboration with the private, public and non-profit sectors will engage all parts of the University and contribute both to societal development and to the university’s vitality
- Support functions and infrastructure will meet the university’s needs and external prerequisites

On 08/09/2015, the Board of the Faculty of Science and Technology established faculty-specific mission and core values (TEKNAT 2015/6) as a complement to the university's Mission and Core Values and against the background of the faculty's specific circumstances and activities.

The Faculty Board also decided that the faculty's mission and core values should be concretised with an action plan containing a limited number of prioritised development areas. This first action plan for 2016-2017 describes the ten areas that the faculty particularly wants to develop on the basis of the stated mission and core values.

For some of these ten areas for action, no overall or detailed goals are formulated; instead actions, responsibility etc. are stated. Several of the areas for action are long-term, and specific goals will be formulated if necessary when the action plan is revised prior to a new period.
Overall

1. The employment process
   Actions: Regular (annual) dialogues between the Appointment Committee and heads of departments will be carried out.
   The forms for the employment process will regularly be followed up and, where necessary, developed.
   Responsibility: Vice-Rector, in consultation with the Appointment Committee.
   Timescale: Has been started during 2015.
   Follow-up: The process is followed up on an ongoing basis by the Faculty Board. The Vice-Rector reports each term how the forms for the process are developing.

2. Career development
   Actions: The faculty will instruct the departments to develop, document and carry out individual career development plans for associate senior lecturers.
   Responsibility: Deputy Vice-Rector, in consultation with heads of departments.
   Follow-up: Followed up on an ongoing basis by the Faculty Board. The Deputy Vice-Rector reports each term how the activities are developing.

3. Infrastructure issues
   Actions: The faculty will develop a clear process for coordinating its commitment to national and international infrastructures, including the management of new initiatives, priorities and financing.
   The development of advanced instruments will be a pilot project for coordination.
   Responsibility: The Deputy Dean for research and the Deputy Dean for education, in consultation with the relevant Committee, together with the university management and other disciplinary domains.
   Follow-up: Followed up annually by the Faculty Board.

4. Support functions
   Actions: The faculty will strive to ensure that users of support functions, including researchers, teaching staff, administrative personnel and students, are involved in and take responsibility for the decision and development processes regarding new and existing support systems.
   Technical and administrative staff should be offered skills development adapted to the requirements of operations undergoing constant change. This may, for example be manifest through a change in work tasks or, for existing staff, through skills development to at least the level that would be defined during new employment in the position.
   Responsibility: Overall: Head of the Faculty Office. Skills development, technical and administrative staff: Heads of departments.
Follow-up: Will be followed up during department dialogues from 2016 and where necessary by the Faculty Board.

World-leading research

5. Research programmes

Actions: In addition to the development work initiated on an ongoing basis within the departments, the faculty should regularly review the structure of the research programmes and their basic financing, over a 4-5 year time perspective.

Responsibility: Ongoing development work: Heads of departments and professors responsible for programmes. Annual follow-up and where necessary specific review: Deputy Dean for research, in consultation with Research Committee, Section Deans, heads of departments and professors responsible for programmes.

Timescale: An overall follow-up of the research programme's performance is carried out on an annual basis. A decision about when and how a review of structure and basic financing should be implemented will be taken no earlier than 2017, when the KoF17 research evaluation is complete.

Follow-up: Followed up where necessary by the Faculty Board.

6. Interdisciplinary research, and research centres

Actions: On an ongoing basis the faculty should review existing and potential interdisciplinary research projects. For example in the form of strategic research areas, strategic innovation areas and centres.

A pilot project will consist of the initiative on medical technology, together with the disciplinary domain of medicine and pharmacy, the County Council and the University Hospital.

Responsibility: Deputy Dean for research, in consultation with Research Committee, Section Deans and heads of departments.


Follow-up: Followed up annually by the Faculty Board.

First-class education

7. Student-centred and student-active teaching

Specific goals: To have a high proportion of student-centred teaching forms that promote student activity in all courses within the faculty.

Actions: The faculty will inventory the variation in teaching forms. After this inventory, the programmes/courses where variation is lacking will be reviewed with the aim of developing teaching in these areas.

A short course covering both the importance and examples of the implementation of student-centred teaching should be developed and offered to all teachers. The goal is for all teaching staff to have taken this course within three years of it being offered to them.
Responsibility: Overall: Deputy Dean for education, in consultation with the Education Committee and Boards. Inventory: Faculty Office. Development of course: the Council for Educational Development at the Faculty of Science and Technology (TUR).

Timescale: Inventory completed in 2016. Course developed and started no later than 2017.

Follow-up: Followed up annually by the Faculty Board and Educational Boards.

8. Discipline-based education

Specific goals: To structure, coordinate and develop the faculty work within discipline-based education research and teaching. To improve recruitment to and implementation of the teacher training within the faculty's subject areas.

Actions: The faculty will draw up an action plan to expand and deepen the faculty's work within discipline-based education research, PhD education, and teaching. The faculty will also inventory the conditions for and strive to achieve courses that lead to double degrees.

Responsibility: Deputy Dean for education, in consultation with the Education Committee, Deputy Dean for research, Directors of Studies, the Faculty for Educational Sciences and the Centre for Discipline-Based Education Research (MINT).


Follow-up: Followed up annually by the Faculty Board.

Attaining excellence and benefiting society

9. Collaboration measures

Specific goals: To develop the structures for collaboration. To identify and compile obstacles to collaboration and cooperation with society, including industry.

Actions: The faculty will, through clear information channels, decision paths and financial incentives, create the conditions to enable researchers and teachers to exploit the opportunities offered by collaboration and collaboration agreements with society and industry.

Agreements with ABB and the University Hospital will be used as pilot examples.

Responsibility: Deputy Dean for collaboration, in consultation with the Collaboration Committee.


Follow-up: Followed up annually by the Faculty Board.

10. Sustainable development

Actions: The faculty will coordinate and reinforce research relating to sustainable development for a stronger profile, increased collaboration and increased visibility. Teaching with a profile relating to sustainable development will be given increased visibility.
The faculty's own activities to achieve sustainable development will be encouraged and made visible.

Responsibility: Deputy Deans in consultation with Section Deans. Adviser to the Vice-Chancellor for sustainability issues.


Follow-up: Followed up annually by the Faculty Board.