

# Annual Plan 2012-2014

Department of Psychology

## Introduction

The department's annual plan describes the main priorities the department has for the period of 2012-2014. The department's overall goal is to strengthen its position as a leading psychological academic environment in Norway and assert itself internationally. The PSI's annual plan is based on UiO's new strategy for the period of 2010-2020 and the Faculty of Social Sciences' three-year plan for the period of 2012-2014. The annual plan is three years and rolling, and it is revised annually. It is not intended to cover all activities taking place at the department.

In 2012, PSI will have the following main priorities:

- Promote internationalization at the department in line with UiO and the faculty's strategy.
- Follow up on the NFR evaluation to strengthen research activity.
- Stimulate increased external research funding applications in accordance with PSI's academic priorities.
- Utilize the financial leeway to strengthen research and teaching in line with the long-term budget.
- Revise program and course descriptions in line with the implementation of the National Qualifications Framework at UiO.
- Refine and adjust the portfolio of courses considering ongoing research.
- Create good conditions for new employees at PSI.
- Develop and adapt agreements with future emeriti.

## A groundbreaking university

UiO's goal: UiO shall promote groundbreaking research, education, and dissemination and be a sought-after international collaborator.

The Department of Psychology shall focus on the following tasks during the period of 2012-2014:

Goals	Actions	Completed 2012/2013/2014
Increased internationalization in study programs	Continue the review of the department's agreement portfolio with the aim of renewing good agreements and finding new interesting partners in collaboration with the faculty. The keyword for this work is quality.	2012/2013

	Map the actual and perceived benefits of exchange among our own program students.	2012
	Maintain and expand the English-language teaching offerings in line with new hires.	2012
	Work on promoting the offerings, ensuring that the threshold is as low as possible, and streamline them with existing information offerings.	2012
	See internationalization in relation to the qualifications framework.	2012
International recruitment	PSI is in a period of many appointments in permanent academic positions. PSI will recruit strong international researchers, including through international announcements.	2012/2013
	Use the department's II positions to promote international collaboration.	2012/2013
Through the National Professional Council for Psychology Education (NPP), PSI aims to strengthen and further develop its collaboration with other psychological academic communities.	<p>Collaboration on research funding.</p> <p>Collaboration on work related to funding of professional education.</p> <p>Collaboration on the status and position of master's education.</p> <p>Take initiative for national coordination on PhD education in Norway.</p> <p>Investigate how EuroPsy impacts the study programs at PSI in collaboration with other Norwegian educational institutions.</p>	2012/2013
Expand participation in interdisciplinary study programs.	Investigate how PSI can contribute to a new interdisciplinary 40-group at	2012

	the Faculty of Social Sciences in Organization, Learning, and Work (OLA).	
Further develop the annual unit.	Establish a revised, attractive, and improved annual unit in psychology as a replacement for the old one. Start in 2014.	2012/2013

The Learning University UiO's goal:

The University of Oslo strives to offer research-based education on par with the leading international educational institutions.

**The Department of Psychology will focus on the following tasks during the period 2012-2014:**

Goals	Actions	Completed
Further develop the master's program in line with the needs of potential applicants and the desires of academic communities.	Implement the revised master's program, starting in the fall of 2012, with more shared courses and a new focus in developmental psychology.	2012
	Work on showcasing the master's specializations online, highlighting the competencies gained and where the graduates are employed. Enhance opportunities for exchange within the master's program.	2012
	Promote PSI's master's program in work and organizational psychology in relation to the OLA program.	2012
	Improve common guidelines for grading master's theses.	2012
Further develop the professional program in light of the conclusions from the evaluation committee.	Implement the recommendations from the evaluation committee for the professional program within the limitations of internal flexibility.	2012-2013
	Improve assessment methods and recognition for assessment activities in the professional program. Work towards utilizing endowed professorships and	2012
		2012

	<p>dedicated positions to strengthen and further develop collaboration with practice sites.</p> <p>Further develop collaboration with established and potential internship placements, ensure the quality of internship opportunities, and support students and supervisors in meeting learning objectives.</p>	2012/2013
Continue the focus on study quality, which applies to both the master's and professional programs.	<p>Continue the use of clickers. Consider organizing a workshop in collaboration with the faculty.</p> <p>Investigate the potential use of podcasts as a new tool in teaching.</p> <p>Continue the mentoring program and submit a report to the Faculty of Social Sciences.</p> <p>Evaluate procedures, course responsibilities, guidance, and grading related to master's and thesis assignments.</p>	<p>2012</p> <p>2012</p> <p>2012</p> <p>2012</p>
Further development of the PhD program	<p>Conduct a systematic review of the local regulations for the PhD program in 2012-5 programme and make necessary updates to ensure compliance and relevance.</p> <p>Develop guidelines for the role of committee chair and establish a procedure for the appointment of evaluation committees.</p> <p>Continue efforts to improve the efficiency of handling PhD program-related matters, including better and more effective communication with candidates, streamlined admission procedures, etc.</p>	<p>2012</p> <p>2012</p> <p>2012/2013</p>

	<p>Work towards maintaining a high number of candidates successfully completing their dissertations each year.</p> <p>Investigate the possibilities of introducing a research track as a supplement to the professional and master's programs.</p> <p>Conduct a midterm evaluation in accordance with the faculty's regulations.</p>	<p>2012/2013</p> <p>2012</p> <p>2012</p>
Improve contact with the labor market.	<p>Further develop collaborations with healthcare institutions for research, teaching, and establishment of dedicated positions.</p> <p>Build a portfolio of continuing education programs, addressing the needs of the labor market.</p> <p>Work on bridging the gap between the department and former students through the alumni association.</p> <p>Facilitate and support resources for career days.</p>	<p>2012/2013/2014</p> <p>2012/2013/2014</p> <p>2012</p> <p>2012/2013/2014</p>
Qualification framework	Complete the work on new program and course descriptions, in accordance with the National Qualifications Framework and recommendations from the external evaluation committee.	2012

#### A socially engaged university

The University of Oslo aims to actively contribute to solving the major societal challenges of the 21st century by facilitating the application of research-based knowledge.

**During the period of 2012-2014, the Psychological Institute will focus on the following tasks:**

Goals	Actions	Completed
To enhance the visibility of the institute's research externally	Further develop the institute's website: Improve and update the institute's website to make	2012

	<p>it user-friendly, visually appealing, and informative. Ensure that the website prominently features the institute's research projects, publications, and achievements.</p> <p>Increase the use of social media: Explore and evaluate the potential benefits of utilizing social media platforms to disseminate research findings and engage with the institute's target audience.</p> <p>Establish clear procedures for press releases related to dissertations.</p> <p>Develop English-language webpages.</p>	<p>2012</p> <p>2012</p> <p>2012</p>
To present the field of psychology to school students	<p>Arranging lectures specifically for high school students studying psychology can be an effective way to engage them further with the subject.</p> <p>To address the issue of gender imbalance in professional psychology programs</p>	2012/2013/2014
Preparing the 50th anniversary of the Faculty of Social Sciences in 2013	Appoint members to the central celebration committee and participate in the Forskningstorget event in the fall of 2012 as a starting point for the anniversary celebration next year.	2012

To reach a broader audience interested in and benefiting from updates in psychological research.	Further develop the “Day of Psychology”	2012
Increasing the focus on professional and ethical standards.	Establish a professional ethics committee and formalize procedures for assessing the suitability of students in the professional program.	2012

#### A proactive university

UiO's goal: UiO shall effectively manage its collective resources, so that they contribute to support the core activities.

#### The Department of Psychology shall focus on the following tasks in the period 2012-2014:

Goals	Actions	Completed
The department shall continue its work to increase the proportion of externally funded research.	Support national and international grant applications and assess whether the department should provide start-up funds/incentives to stimulate more applications for external funding.	2012/2013/2014
	Continue collaboration with the regional Health Trusts on research projects and positions.	2011/2012/2013
	Utilize the National Professional Council for Psychology Education more strategically to improve opportunities for external funding.	2011/2012/2013
	Develop administrative support related to applications for and management of externally funded projects.	2012
Utilize local expertise on regulations and procedures related to research ethics issues.	The research management and research administration staff shall familiarize themselves with the rules and procedures related to applications to the Regional Ethics Committee (REK) and the Data Protection Official for Research (NSD).	2012/2013/2014

	Develop a guide on procedures for applying for REK approval.	2012
	Utilize internal websites to disseminate information.	2012
Increased focus on ICT (Information and Communication Technology) related to research activities at PSI (Psychological Institute).	Ensure a good and fruitful interaction between the administration staff working with research ICT and basic ICT in connection with the organizational restructuring of the IT function at the Faculty of Social Sciences.	2012/2013
	Evaluate and further develop the pilot project related to secure storage of research data and ensure that this work will benefit more people.	2012
	Establish analysis laboratories connected to the clinics.	2012/2013
	Apply for funding for this work through UiO's calls for funds related to heavy scientific equipment.	2012
	Work towards developing good data storage systems for the entire institute.	2012/2013
Utilize the financial leeway of the department in the best possible manner.	Work towards an efficient recruitment process for academic positions.	2012
	Utilize joint announcements for our own PhD positions according to a comprehensive plan for resource allocation.	2012
	Follow up on the staffing plan from 2011.	2012/2013/2014
	Address researchers' needs for research infrastructure such as laboratories, equipment, assistants, and programming through generous calls for research funding.	2012/2013/2014
		2012/2013/2014



	<p>Utilize internal resources in teaching, particularly doctoral candidates, postdoctoral researchers, and research fellow positions.</p> <p>Consider the use of external hourly and teaching assistants in vulnerable areas.</p> <p>Consider the establishment of teaching lecturer positions in specific areas.</p> <p>Continue efforts to reduce the surplus of hours in the time accounting system.</p> <p>Evaluate the use and administration of research assistants at PSI.</p>	<p>2012/2013</p> <p>2012</p> <p>2012</p> <p>2012</p>
Follow up on the evaluation by the Research Council of Norway (NFR) from 2011.	<p>Conduct discussions with each research group with the aim of implementing nuanced measures to stimulate increased research activity.</p> <p>Collaborate with the National Professional Council (NPP) to develop joint initiatives at the national level.</p>	<p>2012</p> <p>2012</p>
Further develop the administrative resources of the institute.	<p>Participate in the project Internal Action Space and follow up on any recommendations that come out of this work.</p> <p>Define and make visible the distribution of responsibilities between the institute's various management bodies.</p> <p>Contribute to further improving the quality of IT/AV/LAB services and promoting efficient resource utilization in the restructuring of the IT/AV/LAB function at the Faculty of Social Sciences.</p>	<p>2012</p> <p>2012</p> <p>2012</p>
Distribution of teaching assignments	Review the course portfolio to assess if the course	2012/2013

	responsibilities and workload are reasonable.	
	Further develop the role of the subject group leader in this context.	2012

### The good university

UiO's objective: UiO shall facilitate students and employees in realizing their potential in a good working and learning environment.

**The Department of Psychology shall focus on the following tasks during the period 2012-2014:**

Goals	Actions	Completed
Improve the plan for the use of PSI's facilities.	Establish archives for storing valuable research data.	2012/2013
	Review the department's office spaces to accommodate an increasing number of employees.	2012
	Clear out our records from the Faculty of Social Sciences' archives once new disposal rules are in place.	2012
	Evaluate the use of reading rooms in relation to other purposes such as the need for a staff canteen and office space for research assistants.	2012
Ensure good leadership at the institute.	Ensure that the new management team receives the necessary training and support and facilitate a good working atmosphere within the team.	2012
	Ensure that the new board receives the necessary training and support, facilitate constructive discussions within the board, and work towards making the board function as a strategic body for the benefit of the entire Psychology Department.	2012
Work towards improving gender balance in the student mass.	Follow up on the report about gender differences in the professional program.	2012

	Actively contribute to collaboration with the faculty on recruitment campaigns with a focus on attracting men to the study programs.	2012/2013
Improve the working environment.	Continue the implementation of employee dialogues with all staff members. New PhD candidates at PSI will receive extra focus with the offer of discussions shortly after starting. Organize a staff conference at Holmsbu Hotel in May.	2012
	Continue the established tradition of making the institute's Christmas party a large and community-building event.	2012
	Stimulate the creation of more social meeting places for employees (for example, through participation in Holmenkollstafetten relay race followed by a banquet.	2012/2013/2014
	Facilitate more meeting spaces for students and employees, including through the mentorship program.	2012
	Create opportunities for students and employees to connect and collaborate, fostering a sense of community and support within the institute.	2012
Reduce the sick leave rate at PSI.	Implement a systematic focus on and follow-up of sick leave, especially among the PhD candidates.	2012/2013
Further develop the senior policy at PSI.	Conduct interviews with the institute's employees well in advance of retirement.	2012
		2012

	<p>Develop guidelines on duties and rights for the institute's emeritus professors.</p> <p>Enter written contracts with those who wish to become emeritus professors at PSI.</p>	2012
Develop and improve internal communication at PSI.	<p>Create an online internal newsletter or news bulletin.</p> <p>Further develop the internal website and work towards ensuring its usage by all staff members.</p>	<p>2012</p> <p>2012</p>
Ensure good research infrastructure.	<p>Investigate possibilities for new office spaces in anticipation of an increase in research activities (ERC/SFF).</p> <p>Consider the possibility of increased flexibility in employment contracts.</p>	<p>2012</p> <p>2012</p>