



Annual Plan 2022

The Department of Psychology

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Introduction

The Board of the Department of Psychology adopted this annual plan/action plan for 2022 on March 8th, 2022, which outlines the main priorities of the department for this year. The plan is based on the strategies and annual plans of the University of Oslo and the Faculty of Social Sciences, the elected leadership's platform, as well as discussions within the management group and the board of PSI. The action plan is not meant to cover all prioritized activities taking place at the department, but rather identifies the most important focus areas. The following presents objectives and measures for 2022 within four areas:

- 1) Research
- 2) Education and learning environment
- 3) Administration, organization, and work environment
- 4) Knowledge utilization

Research

1. PhD Education

Objective	Responsible	Actions
Ensure the quality and relevance of the mandatory courses in the department's PhD program.	Head of Research	Evaluation of the mandatory seminars will continue in 2022. Based on feedback from seminar leaders and candidates, the PhD committee will discuss the further process and any necessary measures.
Enhance academic, social, and institutional integration of externally employed PhD candidates.	Head of Research	A joint academic seminar is planned to commence in spring 2022. The PhD committee will increase the representation among the group of candidates, ensuring both internal and external candidates are included. The procedures and information flow between PSI and external candidates will be strengthened, particularly during the initial phase.
Improve communication between PSI and external supervisors.	Head of Research	Establish shared email lists. All supervisors are expected to participate in supervisor seminars organized by the faculty.



Strengthen the focus on open research in the pedagogical course offerings.	Head of Research	This can be implemented as part of the quality assurance and potential revision of the mandatory seminars. It should be aligned with the faculty's joint program. The ambition is to utilize internal resources and initiatives related to open research.
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2. Research School

Objective	Responsible	Action
PSI is academically equipped to coordinate a national research school within several relevant topics, and should aspire to develop at least one application for the upcoming Norwegian Research Council (NFR) call for a thematic research school.	Head of Research	An application requires broad academic and administrative support. Following internal exploration, PSI will engage in dialogue with potential stakeholders. The process can be effectively aligned with the establishment of the researcher track and any other initiatives.

3. Career Development and Recruitment

Objective	Responsible	Action
Establishing and strengthening national collaborations and networks within the field of psychology is important. The Young Research Leaders (YRL) program provides excellent opportunities for this, and PSI aims to continue this initiative.	Head of Research	Several meetings are scheduled for 2022, and the process of admission for the next cohort will begin during the year or early 2023.
PSI plays a significant role in research and education within mental health in Norway. PSI aims to strengthen the recruitment for clinically relevant research.	Head of Research Head of Education	The dual competence project has been continued, and there are plans to advertise two such positions in spring 2022. Initiatives have been initiated to strengthen collaboration with healthcare institutions, and this will continue in 2022.
Inform PSI students about opportunities for a research	Head of Research Head of Education	Organize meetings where research communities present



career and advertised recruitment positions at PSI.		their research and career opportunities. Inform students about recruitment positions through social media, internal communication channels, and job listing platforms like Finn.no.
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4. Collaboration with healthcare institutions and other key stakeholders

Objective	Responsible	Action
The research conducted at PSI should be utilized and developed in collaboration with the surrounding community. Therefore, PSI aims to further develop strategic collaborations with healthcare institutions and the municipal sector.	Head of Research Head of Education Head of Department	Continue and strengthen the strategic collaboration with healthcare trusts and institutions, both within research, education, and practice.
We want to strengthen the strategic collaboration with relevant stakeholders by establishing and continuing shared positions, and improving the integration of established II- positions.	Head of Research Heads of departmental sections	Create shared positions related to strategic initiatives and environments.
National collaboration strengthens the role of psychology in society. PSI aims to contribute to this by establishing and coordinating a national research network for psychological research.	Head of Research Head of Research administration	Create a mandate and follow up on the national research network for psychological research through the national professional body for psychology.

5. Research infrastructure

Objective	Responsible	Action
A coordinated organization of research infrastructure and laboratory facilities can contribute to better resource utilization and quality. Therefore, PSI is strengthening support for the established UiO core facility at PSI (CTNC).	Head of Research	Allocate funds allocated in the budget for operations and events organized by CTNC. Allocation of internal funds for infrastructure and lab supplies is done in dialogue with CTNC and its associated infrastructure.



Good and efficient administrative procedures ensure implementation and free up resources for research. PSI will work to simplify the procedures for internal administrative registration and approval (e.g., FORSKPRO, DMP), and ensure openly accessible procedure descriptions online.	Head of Research administration	The work of providing information on procedures and approvals, as well as simplifying and improving routines, is an ongoing process that will continue in 2022.
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6. External funding

Objective	Responsible	Action
Ensure that employees receive information about funding sources and opportunities.	Head of Research administration	Information will be continuously sent out through newsletters and made available on the websites. The PSI websites will be improved to make it easier to find updated links to external funding, among other things.
Enhance academic and administrative support for grant applications and follow-up of funded projects.	Head of Research administration Research administration	Reviewing procedures for grant application support and project follow-up with a focus on quality assurance and improvement.
Strengthening the academic breadth in projects and environments receiving external funding.	Head of Research administration	Internal funds will be strategically used to enhance researchers' and environments' chances of being competitive in securing external funding. Approval to apply for funding from funders that do not cover indirect costs (overhead) will still be provided to enhance the academic breadth and support young researchers at PSI.



Education and learning environment.

1. Ensure and further develop effective pedagogical teaching methods.

Objective	Responsible	Action
Continuously develop and strengthen interactive teaching methods.	Head of Education Administrative Study Program coordinator Study program council	The work of further developing and strengthening effective interactive teaching methods will continue in 2022 in collaboration with the new learning network EILIN, LINK, and internally at the institute.
Collaborate with course coordinators to further develop effective assessment methods and grading guidelines.	Head of Education Administrative Study Program coordinator Study program council	Arbeidet med å utvikle gode sensorveiledninger prioriteres i 2022. Alle emner vil gå gjennom mht. karakterskala med tanke på det nye 2-sensorsystemet som planlegges implementert.
Provide teaching assistants to enhance student activity and interaction between students and teachers in lectures. Additionally, ensure that digital tools such as Canvas and Zoom are effectively used in teaching, with assistance provided where needed.	Head of Education Administrative Study Program coordinator	The experiences with teaching assistants, both in terms of technical support and pedagogical tasks, have been positive. They will be continued in 2022.
The project for interdisciplinary education in primary care (SamPraks) will be continued.	Head of Education Administrative Study Program coordinator Study program council	PSI will contribute to exploring possibilities for expanding the project in 2022, as well as investigating additional opportunities for interdisciplinary teaching and collaborative learning in the professional program.
Explore the possibility of implementing some form of observational practice earlier in the professional program.	Head of Education Administrative Study Program coordinator Section manager (Clinic and external practice)	Nedsette en arbeidsgruppe for å utrede muligheten for observasjonspraksis i forbindelse med profesjonsforberedende linje.



2. Ensure predictability in first-line practice

Objective	Responsible	Action
To ensure predictability in our primary care placements, efforts will be made to establish an agreement with the Oslo municipality, or potentially other nearby municipalities. Additionally, the implementation of a more continuous first placement will be considered to enhance the learning outcomes.	Head of Education Head of Department Head of Research	In 2022, a priority will be placed on the process of establishing an agreement framework with Oslo and nearby municipalities. Additionally, a review will be conducted on how to implement a more continuous first-line practice.

3. Implementation of RETHOS in the revised Professional Program

Objective	Responsible	Action
Implement necessary program changes/changes at the course level to meet the new national guidelines for psychology education (RETHOS).	Head of Education Administrative Study Program coordinator Study program council	Necessary changes in course descriptions and academic content were gradually implemented throughout spring and fall 2021. A self-evaluation regarding the status of the implementation was submitted to NOKUT in the fall of 2021. Feedback is expected in February/March 2022. After receiving feedback from NOKUT, any adjustments to the program will be implemented.

4. Establishment of a new practicum arrangement for psychosis treatment

Objective	Responsible	Action
Follow up on the pilot implementation of the new practicum arrangement (Psychosis Practicum) in collaboration with the Specialized Outpatient Clinic, Vinderen DPS. Explore the possibility of establishing a psychosis practicum group in	Head of Education Section leader (internal clinic and external practice) Study program council	The psychosis practicum in collaboration with Vinderen DPS, Diakonhjemmet Hospital, has been established and has been operational throughout 2021. So far, the arrangement has received positive evaluations from students and teachers. It will be continued as a pilot in 2022 and will be



collaboration with Oslo University Hospital (OUS).		subsequently evaluated for possible further implementation. Also, explore the possibility of establishing an additional psychosis practicum group in collaboration with Oslo University Hospital (OUS).
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5. Follow up on procedures for the suitability assessment process in the professional program.

Objective	Responsible	Action
Follow up on procedures for ongoing suitability assessment work at PSI, and ensure that information is provided to students and instructors about the suitability assessment process.	Head of Education Head of Disciplinary Committee for Student Behavior.	The ongoing suitability assessment work is followed up with regular meetings in the Disciplinary Committee and close monitoring of students where necessary. Internal seminars on suitability assessment are organized to provide further information and training.
Follow up on procedures for handling special suitability cases in collaboration with the Suitability Network at UiO (University of Oslo).	Head of Education Institutional Head of suitability for professional education.	A representative from PSI has been appointed as the Institutional Responsible for Suitability at the faculty. Additionally, the Head of Education serves as a substitute and participates in the Suitability Network at UiO along with the Institutional Responsible.

6. Increase diversity among students in the professional program.

Objective	Responsible	Action
The professional education program aims to ensure that all students acquire the knowledge and attitudes necessary to provide equitable services to all groups in society, regardless of cultural background. Additionally, it is important for the profession itself to have	Head of Education Study program council	Create a working group that examines how we can work on recruitment for the professional program to reach a wider range of students and ensure diversity in terms of gender, as well as cultural and socio-economic backgrounds.



good representation and, to some extent, reflect the diversity of the population.		
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7. Strengthen study quality and sense of belonging in the Bachelor's program.

Objective	Responsible	Action
Implement elements from the SAMBA project (Coordination of courses and students for increased student activity in the Bachelor's programs) as a pilot.	Head of Education Administrative Study Program coordinator Study program council	The project will be continued as a pilot in 2022 before a more comprehensive evaluation is conducted.

8. Strengthen work-life relevance in the Bachelor's and Master's programs.

Objective	Responsible	Action
Strengthen work-life relevance in the Bachelor's and Master's programs through the pilot project "Sustainability Laboratory".	Head of Education Administrative Study Program coordinator Study program council	In December 2021, PSI received funding from DIKU for the project "Sustainability Laboratory" in collaboration with the Department of Archaeology, Conservation, and History (IAKH). The project will be launched in 2022 and aims to bring together individuals from different disciplines for collaboration in an interdisciplinary learning environment.
Follow up on the report from the BA/MA working group.	Head of Education Administrative Study Program coordinator Study program council	The implementation of the report aligns with the objectives of the Sustainability Laboratory project, which aims to build the academic identity of Bachelor's students as social scientists and humanists, establish connections with various stakeholders in the workplace, and enhance work-life relevance. Additionally, explore the possibilities of including various types of relevant skills training and establishing contact with different actors in the workplace within the



		Bachelor's and Master's programs.
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9. Evaluation of teaching and dropout rates.

Objective	Responsible	Action
Evaluate the teaching of all courses at PSI, including formative evaluation during the course and summative evaluation at the end.	Head of Education Administrative Study Program coordinator Study program council	Teaching has been evaluated through our established system, as well as regular meetings with student representatives in 2021. We will continue to work on developing our own evaluation process for all courses at the institute in 2022. The course evaluation should include opportunities for both formative and summative assessment, with involvement from student representatives. We have also joined the pilot project for a new digital course evaluation system at UiO.
Investigate dropout rates in our programs, with a specific focus on the Professional program and the Bachelor's program.	Head of Education Administrative Study Program coordinator Study program council	The work of investigating dropout rates will be given further priority in 2022.
Develop social and academic meeting places for students at PSI.	Head of Education Head of Department	Develop student spaces that allow for presence in PSI's facilities to support social and academic activities.

10. Student learning environment and social belonging.

Objective	Responsible	Action
Continue collaboration with student representatives and work towards finding good solutions for academic and social meeting places for students.	Head of Education Administrative Study Program coordinator Head of Department	The dialogue meetings between management and student representatives will continue in 2022. An important topic that will be followed up on is the academic and social meeting places for students. In the fall of 2021, PSI received funding from the Ministry of Education and Research to employ students in various positions to



		strengthen the learning environment and social belonging. The funding was used to hire several teaching assistants, as well as two well-being coordinators. The initiative to employ student assistants will continue in 2022. The initiative with well-being coordinators will be evaluated in the spring of 2022, and a decision will be made on whether to continue the initiative in the fall semester.
Continue offering all students the opportunity to participate in organized study groups with mentors employed by PSI. The study group mentorship program for first-year students in the Bachelor's and Professional programs will continue after an evaluation of the format and organization of the program.	Head of Education Administrative Study Program coordinator	The study group scheme organized by PSI received positive feedback from students and will continue in 2022. The study group mentorship program for first-year students in collaboration with the Faculty of Social Sciences will be evaluated and, if necessary, continued in a slightly revised form.

11. Improve procedures for data management and research ethics in student projects.

Objective	Responsible	Action
Strengthen teaching on topics such as data management, privacy, and research ethics in all study programs.	Head of Education Privacy Officer Study program council	This work will continue in collaboration with the Privacy Officer in 2022.

12. Implement the interdisciplinary BA Honours program.

Objective	Responsible	Action
Continue the BA Honours program.	Head of Education Head of Research Administrative Study Program coordinator	The BA Honours program, in collaboration with ISS, ISV, and SAI at the Faculty of Social Sciences, as well as MATNAT and HF, has been implemented. It will continue in 2022.



13. Pilot project for research track at PSI

Objective	Responsible	Action
Initiate the pilot project for a research track at PSI for specifically qualified and motivated students.	Head of Education Administrative Study Program coordinator Study program council	The establishment of a pilot program for the Research track has been approved and will be implemented starting from the fall of 2022, with opportunities for adjustments along the way.

14. Center for Excellent Education

Objective	Responsible	Action
Establish a working group to explore the possibilities of establishing a Center for Excellent Education at PSI. The working group will also examine how to best facilitate the development of future teaching and innovative approaches to learning at PSI.	Head of Education Administrative Study Program coordinator Study program council	Discussed in the Program Council in December 2021. Suggestions for members of the working group have been forwarded to the Head of Education. The working group will be established in February 2022 and is expected to submit a report with recommendations during the fall semester of 2022.
Encourage our instructors to work towards becoming accomplished educators as part of this effort.	Head of Education	The work of encouraging staff to apply for the status of accomplished educator will be further followed up in 2022, including through workshops in collaboration with the Faculty of Social Sciences.

15. Internationalization

Objective	Responsible	Action
Work proactively with our international partners to facilitate student exchange and staff exchange as soon as it becomes possible again after the coronavirus pandemic.	Head of Education Administrative Study Program coordinator	The pandemic made student exchange difficult in 2021. However, we have continued to work proactively with international partners and have made arrangements for exchanges in 2022. We will follow up on the project "Psychology across cultures: new horizons for teaching and research collaboration between



		Norway and Brazil" with our partners, the Federal University of Pernambuco and the Federal University of São Paulo. We are planning for both student and staff exchanges.
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16. Study programs

Objective	Responsible	Action
Expansion of the professional study program.	Head of Education Head of Department Administrative Study Program coordinator	Conduct an assessment of the consequences if the target number of student admissions increases from 127 to 150 in 2023. Seek approval for higher admissions after dialogue with UiO management.
Consider establishing continuing education and professional development (CEPD) programs.	Head of Education Administrative Study Program coordinator Head of Department	Identify areas of study where this may be relevant. Conduct an assessment of implementing CEPD programs in the relevant fields, including economic and personnel considerations.

17. The Program Council and the PhD Committee

Objective	Responsible	Action
Improve communication and collaboration between the PhD Committee and the Program Council at PSI.	Head of Education Head of Research Program Council PhD Committee	An evaluation is being conducted of the collaboration between the Program Council and the PhD Committee with the aim of improving communication and cooperation between the two entities.

Administration, organization, and work environment

1. Ensure a safe and academically stimulating work and study environment

Objective	Responsible	Action
In the fall of 2021, the ARK Work Environment Survey was conducted at PSI. Subsequently, action plans were developed at the departments. These plans will	Head of Department Safety representative Office manager Heads of departmental sections	Follow up on action plans developed in the departments based on the ARK Work Environment Survey.



be implemented and followed up in 2022.		
The ARK survey revealed that several individuals at PSI had not participated in an employee dialogue. Therefore, employees will be offered employee dialogues with a focus on, among other things, competence development and career advancement needs.	Head of Department Heads of departmental sections	PSI employees will be offered employee dialogues with their immediate supervisor in 2022. Career development dialogues can also be conducted with other individuals, such as the research administrative manager.
Reduce surplus in employees' time accounts.	Heads of Departmental sections	Efforts have been initiated to reduce the surplus in employees' time accounts. This will continue in the years to come.
Good and regular communication between management and employee representatives/health and safety organizations.	Head of Department Heads of Departmental sections	Contact has been established with employee representatives and the safety representative, and this will be continued in 2022.
Maintain a good and regular dialogue with representatives of the student democracy.	Head of Department Head of Education	

2. Strengthen the academic departments and involve employees

Objective	Responsible	Action
Ensure that all leaders at the institute have competence in conflict resolution, follow-up, and prevention of harassment.	Head of Department Departmental section leaders	Leaders at PSI should be able to participate in courses organized by UiO or others, with the aim of gaining competence and skills in conflict resolution, follow-up, and prevention of harassment.
The existing job description for department heads was adopted in 2015. However, it has been found to be inadequate for the tasks and responsibilities in these positions. Therefore, a proposal for a new job description (research, teaching, and administrative tasks) will be developed, along with the possibility of deputy heads and	Head of Department Office manager Departmental section leaders	Develop a description of the department heads' mandate and responsibilities in relation to institute leadership and employees in the departments.



administrative support in the departments. A collective proposal will be presented to the board during 2022.		
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3. Develop leadership competencies and ensure recruitment of future leaders at PSI

Objective	Responsible	Action
Facilitate participation in leadership courses offered by UiO, particularly the educational leadership and research leadership programs.	Head of Department Office manager	Continue to provide leaders with the opportunity to enroll in such courses.
Implement leadership development programs for current and future leaders.	Head of Department	Funds have been allocated for leadership development in the budget for 2022.

4. Infrastructure and suitable premises

Objective	Responsible	Action
Ensure employees have good infrastructure and administrative support.	Office manager	A web survey and workshops will be conducted to provide a basis for continuous development.
Develop and publish an overview of administrative procedures, both regarding specific matters such as appointments, as well as at a more general level in terms of decision-making at the institute.	Office manager	This work has already begun and will continue in 2022.
Improve the utilization of current premises through space efficiency measures.	Head of Department Office manager Departmental section leaders	For 2022 er det satt av midler i budsjettet til ombygninger av nåværende lokaler for et voksende antall ansatte.
Find new premises for the growing number of employees at PSI.	Head of Department Office manager Departmental section leaders	PSI requires new premises from 2023. In collaboration with the Property Department and central management at the faculty and UiO, efforts are primarily being made to secure new premises in HSH.
Ensure a digital infrastructure in all of the institute's seminar rooms and auditoriums that	Head of Department Head of Education Office manager	A review and follow-up of the digital infrastructure in all seminar rooms have been



meets the needs of students and instructors.		carried out. This will be continuously followed up in 2022.
Evaluate whether the current time accounting system can be improved and simplified, as well as used more extensively as a management tool for department heads.	Head of Education Study program coordinator Study program council Head of Department	An alternative time accounting system will be implemented as a pilot project in some departments in 2022. Develop an accounting model using AURA that shows costs and resource usage related to different subjects and programs. Develop accounting records that show exemptions; how much has been applied for, approved, and covered.

5. Conduct targeted recruitment

Objective	Responsible	Action
Follow up on and implement the intervention project KOMPOSITT funded through the Research Council's "BalanceHub".	Head of Department Head of Education Head of Research Departmental section leaders	The project is well underway. Two HR consultants have been allocated to develop new recruitment procedures. Collaboration has been established with other units at UiO, such as the Faculty of Mathematics and Natural Sciences (MATNAT) and the Faculty of Social Sciences (SV-fakultetet).
Emphasize elements of the DORA initiative as a framework for hiring to achieve gender balance and diversity. This is in line with the University's overarching guidelines for appointments.	Head of Department Head of Education Head of Research	Elements of the DORA initiative will be included in certain job advertisements.
Evaluate whether increased use of entry-level positions can reduce the extent of temporary employment and increase predictability for early-career researchers.	Head of Department Head of Research Head of Research administration	A committee will be appointed to clarify guidelines and gather input from others. The committee's work will result in a report that will be discussed with the management team and employee representatives during 2022. The final decisions will be made by the board.



Establish II positions for PSI employees at the hospitals and other sectors.	Head of Department Head of Education Head of Research	Funds have been allocated in the budget for shared positions related to strategic initiatives and environments at hospitals and other sectors.
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6. PSI as a separate faculty

Objective	Responsible	Action
Establish a committee to investigate the advantages and disadvantages of organizing PSI as a separate faculty. A final report will provide a basis for PSI employees to form an informed opinion for further discussions on this matter.	Head of Department Head of Education Head of Research	Completed during 2022

7. Use of English and Norwegian at PSI

Objective	Responsible	Action
In addition to Norwegian employees, PSI has several internationally based employees in temporary and permanent positions. Both Norwegian and English are used as working languages in research environments, teaching, and departments. However, the administrative language at UiO is Norwegian, and it is expected that internationally based employees in permanent positions learn Norwegian. Some new students find it challenging with English-language instruction. Therefore, it is desirable to develop a language policy at PSI that takes into account students and employees, both those who use Norwegian as their primary language and internationally based	Head of Department Head of Research Head of Education Departmental section leaders	Establish a working group to investigate the language use at PSI. The working group will clarify national and local guidelines at UiO and gather experiences from other institutions. A broad mandate will be developed for the working group, which includes language use in teaching and research, administration, and events, as well as training in Norwegian and English for employees. The working group will provide recommendations that will be sent for consultation to PSI employees.



employees who do not speak Norwegian.		
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Knowledge in use

1. Sustainable global development

Objective	Responsible	Action
PSI aims to contribute to the development and utilization of psychological expertise in achieving the United Nations' Sustainable Development Goals.	Head of Department Head of Research Head of Education	The Climate Committee at PSI has put forward proposals on how PSI can contribute to addressing global climate and environmental challenges through research, teaching, and international collaboration. Some of the committee's suggestions can be quickly implemented, while others will be discussed in the management group, program council, and the PSI board before they can be implemented.

2. Facilitate increased dissemination of psychological expertise

Objective	Responsible	Action
Several research projects require support in developing their own media and dissemination strategies. PSI will provide such support to the extent that resources allow.	Head of Department Office manager Head of Research	Larger research projects are offered support in developing their own media and dissemination strategies.
Several PSI employees communicate professional content through magazine articles, TV/radio appearances, podcast recordings, and social media. This is a desirable development, and therefore PSI should ensure that employees are provided with opportunities for relevant media training.	Head of Department Communications officer	PSI employees should be given the opportunity for media training and popular science communication. In some cases, such communication should be recognized in the time accounting, as agreed with the immediate supervisor.
The websites at PSI need updates and a simpler structure. Therefore, a thorough review is needed, along with the	Head of Department Head of Research Head of Education Departmental section leaders	The websites of PSI will be reviewed and updated/improved during 2022.



development of procedures to ensure continuous updating.	Communications officer	
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3. Strengthen innovation and entrepreneurship

Objective	Responsible	Action
To strengthen and highlight the contributions of research at PSI to innovation, particularly in the areas of prevention and treatment.	Head of Department Head of Research	Establish collaborations with relevant stakeholders at UiO and organize an internal seminar on innovation and entrepreneurship for students and employees.
Ensure good communication and collaboration with the newly established innovation district, Oslo Science City, and Inven2.	Head of Department Head of Research Head of Research administration	Contact has been established with Oslo Science City, with the institute leader becoming a member and contributor to the feasibility study that has been conducted. This work will continue in 2022.