

Umeå Institute of Design Action Plan 2014

1. Education on basic and advanced levels
2. Research
3. Cooperation and innovation
4. Support functions (incl. competence management plan)

See separate plans for:

Work environment and sustainability

Equality, diversity & equal opportunity

Competence management

See separate UID Quality Assurance System.

Designhögskolans aktivitetsplan 2014

1. Utbildning på grund- och avancerad nivå
2. Forskning
3. Samverkan och innovation
4. Verksamhetsstöd (inkl. kompetensförsörjningsplan)

Se separata planer för

Arbetsmiljö och miljö

Jämställdhet, mångfald och likabehandling

Kompetensförsörjning

Se separat Kvalitetssystem för Designhögskolan.

Terms and abbreviations:

Faculty	The Faculty of Science and Technology / Teknisk-Naturvetenskaplig fakultet
Rector	Rector of Umeå Institute of Design / Rektor för Designhögskolan
HD	Head of department / Prefekt
LG	Leadership group / Ledningsgrupp
RD	Research director / Forskningsledare
PhD dir.	Director of PhD studies / Forskarutbildningsansvarig
SSC	Single subject courses / Fristående kurser
UID	Umeå Institute of Design / Designhögskolan vid Umeå universitet
UAC	Umeå Arts Campus / Konstnärligt campus
UmU	Umeå University / Umeå universitet
EC/RC/CC	Education council, Research Council, Collaboration Council / Utbildningsråd, Forskningsråd, Samverkansråd
VB	Annual Report / Verksamhetsberättelse

Bold text = highest priority

1. A university that makes things possible

1.1. A long-term approach facilitates a high level of risk-taking

Objective / delmål	Activities	Resource (which people/groups/resources need to help out with this at UID/UAC/UmU/externally)	Time plan (when should this be started/done during the year)	Responsible (i.e. the person responsible for starting up/initiating & following up the activity)	Follow-up (how will this be followed up)	Green/Red/Yellow (colour codes for follow-up)	Comments, goal fulfilment (comment on activities done and goals met when followed up)
UmU objective 1.1.2, internationally competitive career paths & resource stable tenure tracks	UID positions are to structure and content internationally competitive and attract the best possible applicants	LG, UmU, Staff administrator	continuous	Rector, HD	-Number of qualified applications + nationality of applicant for open positions Budget, staff plan		
UmU objective 1.1.3, stable long term conditions for teachers positions	Secure funding, internal & external, for teachers to develop pedagogical, research and artistic skills	IG	Continuous	Rector, HD			
UmU objective 1.1.4, Combination of research and education in teaching positions	All staff involved in pedagogical/research/artistic development work	LG, staff administrator	Continuous	Rector, HD	Staff plan, competence development plan		
UmU objective 1.1.1, resource distribution system for promoting ground breaking research	Participate in formulating Faculty criteria for FFT to ensure UID staff can apply	RD, Faculty research committee	Spring	RD			
	All qualified UID staff apply for FFT funding	All UID staff	Spring	HD			
	Formulation of strategic calls for projects funded by Artistic development work funding	RD, RC, LG	Spring	HD			

1.2 Creative environments stimulate dynamic meetings

<i>Objective / delmål</i>	<i>Activities</i>	<i>Resource</i>	<i>Time plan</i>	<i>Responsible</i>	<i>Follow-up</i>	<i>Green/Red/Yellow</i>	<i>Comments, goal fulfilment</i>
UmU 1.2.1, Interactive focus environments & learning environments increase quality in education	Strategies for attracting researchers, professionals and educators to UID as international hub and meeting point for internal and external collaboration projects in education and research	LG, RC, EC, CC	autumn	CC Chair			
	Contract educations for professionals	PDs, LG	ongoing	CC chair, HD			
	Inventories of and strategy for how we use and wish to develop teaching premises, labs and studios	PDs, councils, UID labs responsible		HD			
	Funding applications for renewal and updating of UID labs	UID labs responsible & IxD lab responsible, PDs, RD, accountant	february	HD			
	Inventories of costs for machine repairs	UID labs responsible, accountant	spring	HD			
Inventories of machine hour usage	UID labs responsible,,	spring	HD				

1.3 Collaboration creates development and improves quality

<i>Objective / delmål</i>	<i>Activities</i>	<i>Resource</i>	<i>Time plan</i>	<i>Responsible</i>	<i>Follow-up</i>	<i>Green/Red/Yellow</i>	<i>Comments, goal fulfilment</i>
UmU 1.3.1. Merit system that comprises merit on scientific, pedagogical and collaboration basis	Industry exchange possibilities for our staff	LG, UID alumni, staff administrator		HD			
UmU 1.3.2. Positions allow for national and international mobility within and outside academia	Definition of systematic strategies for long term relations with our external partners	LG, Collaboration council		Rector, CC Chair			
	Identification of key collaboration partners in other leading design educations for	PDs, RD, UID alumni		Rector, EC Chair			

	teaching, research and student exchange								
	Continued strategic collaboration with regional, national and international organisations	CC, LG						Rector, CC chair	
	Seminars with and visits to other departments and research environments within UmU to find collaboration possibilities	LG, RD, EC chair						HD	
	Arts Campus collaboration initiatives	LG, PDs, TA-staff, teachers, PhD students						HD	
UID: Our alumni are highly involved in the UID network, and in providing input and collaboration in UID development	Strategy and routines, including CRM system, for better alumni networking and information gathering	CC, Comms officer, PDs						CC chair	
	Alumni database update	CC, comms officer						CC chair	
	Questionnaire with relevant questions on development issues to alumni	CC, LG						CC chair	
	Alumni positioning and employment information	CC						CC chair	

2. Education for boundless knowledge

Objective / det mål	Activities	Resource	Time plan	Responsible	Follow-up	Green/Red/Yellow	Comments, goal fulfillment
UmU objective 2.4. The number of incoming international students in exchange programs has increased to 300 individuals (265 in 2012)	Strategic plans for international recruitment campaigns, also with Umeå university and Umeå Arts Campus.	EC, CC, PDs, Comms officer, international coordinator	April- october	EC chair	-Total number of incoming international students, with statistics on country and eventual exchange programme.		
	Strategy for recruitment campaigns for Swedish and Nordic students to BFA	EC, PDs, Comms officer, international coordinator	April- october	BFA PD			
	Strategy for increased visibility & recruitment in Europe	LG, EC, CC, PDs, Comms officer, international coordinator	April- october	EC chair			
UID objective: A long term and stable scholarship programme is in place for UID students from non-EU countries.	Scholarships: Networking in order to find funding for scholarships for international UID students to cover tuition fees. Lobbying: Policy work on national political level and higher education level in order to change the current situation of tuition fees.	LG		Rector, HD	Number of new scholarship collaborations established Number of UID students awarded scholarships		
UID objective: Increased flexibility in UID education	Programmes: Initiate curriculum revision and development of current programmes to allow for a larger degree of flexibility for students to make individual choices based on	PDs, LG	February and onwards	EC chair	-Changes made in current programmes and plans for new programmes		

	their personal wishes and future societal needs.	PDs, Rector			EC chair				
	Introduction of elective week/weeks in current educations during spring 2015	PDs, LG	spring	autumn	EC chair	Rector, HD	-Number of new courses developed.		
	Plan for development of new courses and programmes	LG			Staff administrator	HD	-Number of adjunct/part time teachers is kept and preferably increased (2014: 5).		
UID objective: The number of teachers employed part time at UID and part time in industry have increased.	Plan for development of educational infrastructure to allow for flexibility								
	Adjunct and part-time teachers: We can offer part time positions at UID as adjunct teachers or lecturers/senior lecturers to competent professionals, and can find ways to permanent these positions beyond the 2-year limit when the school and the teacher see that this would be beneficial on longer term.	EC, CC, PDs, international coordinator	April-October		CC chair		-Signed exchange agreement with other educators/programmes. -Number of collaborations/exchanges within our educations. -Number of courses and projects held in collaboration with external partner and/or with external teacher/tutor.		
Faculty objective 2.11: At least one educational programme develops a formal collaboration with a foreign university.	Exchange agreements: Inventory and benchmarking of possible exchange partners	EC, PDs, CC			CC chair		-Number of contract educations carried out.		
UID objective: All educations continue to include courses or projects held in collaboration with external partners in industry or society.	Courses: We develop internship courses that include the changing roles of the designer in practice	PDs, EC, CC, international coordinator			HD				
	We systematically gather input from students on internship/internship courses and use of the knowledge in order to further develop other parts of our education as well.								

	<p>Contract education: We provide possibilities for contract educations for professionals.</p>	<p>CC, EC</p>		<p>HD</p>		
<p>UID objective: A stronger integration between research and education pushes the disciplinary development of design, and prepares our students for future research activities</p>	<p>Inventory of course elements relating to research in BFA and MFA curricula</p>	<p>PDs, RD, UKÄ evaluation, admin staff</p>	<p>EC chair</p>	<p>-Issue raised in Education and Research councils</p>		
	<p>Pedagogical seminars on the driving forces in design</p>	<p>PDs, teachers</p>	<p>PD APD</p>	<p>-Issue raised in Education and Research councils</p>		
	<p>Benchmarking: Inventory of how other design educations are integrating and working across design education and design research.</p>	<p>LG, PDs</p>	<p>Rector</p>	<p>-Issue raised in Education and Research councils</p>		
	<p>Development plan: Analysis and plan for how UID could work in different ways, in different design disciplines, with integration and relation between education and research.</p>	<p>PDs, LG</p>	<p>Rector</p>	<p>-Issue raised in Education and Research councils</p>		
<p>Skilled teachers</p>	<p>Continuous competence development of all teaching staff; professional skills, research, artistic development work</p>	<p>All staff involved in teaching/research/artistic development work</p>	<p>HD</p>	<p>Competence development talks & plans</p>		
	<p>Pedagogical seminars and teaching portfolio seminars</p>	<p>PDs, UPL</p>	<p>PD APD</p>			
	<p>Development of the basic skills areas in industrial design</p>	<p>LG, all teaching staff</p>	<p>Rector</p>	<p>VP/VB Competence management plan</p>		
	<p>Pedagogical development courses etc. as part of the competence development plan</p>	<p>All teaching staff</p>	<p>HD</p>	<p>Competence management plan</p>		

3. Research that breaks down boundaries

Objective / delmål	Activities	Resource	Time plan	Responsible	Follow-up	Green/Red/Yellow	Comments, goal fulfillment
<p>UID is positioned as a strong research environment with internationally leading research in industrial design, and is well known internationally and nationally</p>	<p>Increased international and national networking and exchange through research collaborations, conferences and visiting researchers</p>	<p>LG, staff, phd students</p>	<p>continuous</p>	<p>Rector, RD</p>	<p>VB</p>		
	<p>Guest researchers and guest professors regularly come to UID for research periods and contribute to strengthening the research environment. Strategic plan for increasing number of visiting guest researchers and professors at UID, and for UID staff and students to spend time away.</p>	<p>Research council, Rector, HD, RD</p>	<p>continuous</p>	<p>Rector, RD</p>			
<p>UID offers excellent education in design research</p>	<p>DRS 2014 conference is used as a way to communicate about our design research environment.</p>	<p>Comms officer</p>	<p>Continuous</p>	<p>RD, Rector</p>	<p>VB</p>		
	<p>The PhD program is revised to provide more structure and support, including mandatory courses. This also includes more explicit guidelines regarding the use of ISPs for planning and follow-up.</p>	<p>RD, PhD dir.</p>	<p>Spring</p>	<p>PhD dir</p>	<p>New PhD study plan</p>		
	<p>Mandatory PhD courses in design being developed</p>	<p>RD, PhD dir.</p>	<p>Spring</p>	<p>PhD dir</p>	<p>New course plans</p>		
	<p>UID offers at least one PhD course each semester</p>	<p>RD, PhD dir.</p>	<p>Continuous</p>	<p>PhD dir</p>			
	<p>All PhD tutors who do not yet have formal university PhD tutoring training take that course as part of their competence development.</p>	<p>PhD supervisors</p>	<p>continuous</p>	<p>HD</p>	<p>Competence development plans</p>		

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	There are explicit guidelines and policies for managing expenses, travel, material, etc. Each PhD student make a yearly budget to be approved by supervisors and HD	PhD supervisors, HD	Continuous	HD	Individual study plans, and budgets.	
	We initiate strategic work on how to create development paths from artistic development work to research education and research.	Rector, HD, RD	spring	RD		
	Design research intensive	Research Council, Education Council	autumn	Research Council, Education Council		
Increased amounts of external funding, both for basic and applied research.	Routines and support for planning and writing research funding applications.	All staff involved in research/artistic development work	spring	RD, Rector	VB	
	Continued contacts with other departments at UmU and other universities in order to investigate possibilities for research collaboration and joint applications	All staff involved in research/artistic development work, UAC, UmU	continuous	Rector, RD	VB	
	Promote and broaden competence in writing funding applications through seminars and inviting successful researchers to share experiences of writing successful applications	Research council, Design seminar		RD		
Faculty financed research time.	Research funding stability: UID actively takes part in the Faculty work on formulating criteria for Faculty Funded Research Time (FFT) that makes possible the distribution of this also to design research.	All staff involved in research/artistic development work	Continuous	HD, RD	VB, Competence development plans	
	Artistic development work stability: Funds for artistic development work is used strategically in order to promote research and development at UID, for example through specific calls.	All staff involved in research/artistic development work	Continuous	HD, RD	VB, Competence development plans	

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Researchers and other UID staff frequently publish scientific articles and other publications of high international standing. Increase in conference attendance and presentations, as well as increased amounts of other publication outputs.	Seminars on research- and publication strategies support researchers to improve their decision making on where and how to focus their own research approach. Increased conference attendance and paper presentations: Building structures and routines for staff to apply for funding for conferences and helping them in seminating their own research results.	Seminar, Reading groups	continous	RD	Number of publications by UID staff and students		
Increasing the number of research educated staff at UID	Recruitment of 1-2 post docs Recruitment of 'Fo-ass' (assistant professor)	RD	spring	HD, Rector HD, Rector	VB VB		
UID's research activities and results are visible and accessible.	All staff and PhD students regularly document their publications in Diva, and published articles/papers Increased visibility of research activities on UID web. All ongoing programs, projects and artistic development work are listed and described. A portfolio of past projects is described.	PhD studies coordinator, Research council	Continuous	HD	VB		
		Comms officer, PhD students, staff involved in research/artistic development work	spring	RD			

4. The excellent and efficient university

Objective / dekmål	Activities	Resource	Time plan	Responsible	Follow-up	Green/Red/Yellow	Comments, goal fulfillment
UmU 4-2 Administrative support at the university gives a good support for leaders on all organisational levels and works in a cohesive system.	Routines for staff planning for in-house staff and external teachers, in synchronisation with routines for Grand Plan meetings Administrative systems: Admin. Work flow inventory and visualisation of "admin year"	Education council, Staff administrator	spring	HD			
				HD			

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Work descriptions for all teaching staff.	Staff administrator, Rector	autumn	HD	Quality assurance system	
Evaluated and revised structure for organisation and leadership.	LG	autumn	Rector, HD		
Economy: Include a larger group in economic strategic planning	Economy administrator, LG, Lab responsible, Computer responsible All staff		HD		
Competence management. Development of all staff both in professional field and academically through research, artistic development work and exchange with design organisations and other educators.		continuous	HD, Rector	Competence development plan	
Incentives and encouragement for staff to find relevant competence development activities, including artistic development work.			HD, Rector		
UID has a clear and consistent voice in external communication: Development of a communication plan for web and other media, as well as events, and on different levels (internal, external, national, international)	LG, councils		Comms officer		
Communication plan for internal/in-house information	Comms officer		HD		
Initiation of joint UAC screen based information system					
Routines for internal and external communication	Comms officer, councils, LG		HD		
Development of coherent and flexible information material (connecting web	Comms officer, collaboration council		HD		

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