The Faculty of Humanities' strategy and vision for the period 2010-2015

Humanities of the Future

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The strategy and vision of the Faculty of Humanities at Aalborg University aim at further developing resource-mindedness. In other words, a Humanities that provides cogent documentation of the fact that competencies within humanistic research, education and the spreading of knowledge constitute vital sources of value production, change and development, both within Danish society and within the international society in general. Our goal is to be a useful, vivid and future-oriented faculty - which reflects and grasps the needs of society. Following on from this it is also our goal to be true to our own scientific foundation, while moving beyond our own spheres and boundaries.
In short our aim is to be and become a Humanities that displays the on-going will to engage collaboratively with other areas of knowledge, actors and competencies in a non-prejudicial and open-minded manner. We are prepared to transgress geographical and other barriers in order to develop and expand our own horizons. We see ourselves as a network faculty, in which educational and research networks and partnerships play a crucial role regionally, nationally and internationally.
Statements of identity

- at Aalborg University the Faculty of Humanities is synonymous with creativity, critical awareness and enthusiasm
- we promote communication, learning, and multidisciplinary knowledge of humans
- we produce cultural understanding and the means of cultural understanding
- we develop sources of human, linguistic and aesthetic energy
- we educate citizens of a globalized and digitalized society.

Values

We attach importance to

- usefulness
- collaboration
- breaking boundaries
- pleasure
- virtuosity.
Mission

Our mission is to develop research, study programmes and collaborative relationships which are excellent, relevant and tuned in to the future.

The aim being
- to develop human reflective and creative potential in students, in terms of both their behavioural and communicative skills
- to increase (inter-)cultural understanding and diversity in experience and learning opportunities
- to combine theoretical and analytical competency with aesthetic, constructive and productive capacity.

Vision

The Faculty of Humanities at Aalborg University is a networked faculty, which is highly competent in interacting and collaborating with those actors who promote cultural and communicative knowledge as well as knowledge of human nature.

The vision being
- to further develop an open and attractive, globally oriented research and learning environment of the highest standard
- that research, education and the spreading of knowledge take place in close interaction
- to become an innovative community of practice, in terms of learning and education, international orientation, creativity, humour and enthusiasm, along with respect for differences and scientific dissent
- to continue developing a portfolio of study programmes in which focus upon ethics, social responsibility and the education of critical, and constructive students are the priorities.
Strategic goals for the Faculty of Humanities

Building a supportive framework
We wish to have a faculty with an effective, collaborative and flexible administration that supports the faculty’s objectives and activities. Our task is to consolidate the organisation so that it is efficient and sturdy enough to manage the tasks and challenges faced by the faculty, including the preservation and expansion of the involvement and motivation of staff and students, and to create a basis from which bottom-up initiatives can emerge.

We continue to develop the campus environments in Kroghstræde, Copenhagen, Esbjerg, and the City campus in the centre of Aalborg. Through this we ensure good, modern and up-to-date learning and research environments for students and staff alike, and also the integration of laboratory and ICT facilities, so that staff and students will master virtual collaboration and learning techniques.

We consider research, teaching and communication/interaction to be complementary entities. Accordingly, our knowledge and research groups possess a high sense of responsibility towards the educational aspects while teaching is organised in ways that promote the involvement of students in research projects.

We will create frameworks that clarify matters in relation to procedures, processes, work patterns, rules and rights. This will ensure that members of our faculty as well as students are equipped to navigate their dynamic, pressurised, everyday life at work, while finding the energy to take part in promoting the development of the Faculty of Humanities. Administrative tools will be introduced in order to support quality development and an effective and transparent organisation.

In addition to the above, we need to increase our focus on work patterns and the distribution of tasks between the faculty, departments and schools, and between individual administrative staff members. This is to be done in order to standardise administrative tasks and render them more efficient, thereby increasing the individual staff member’s job satisfaction and reducing the risk of stressful workloads (see items 17-19 below). All in all, we wish to create a faculty based on successful networks - both internally and externally.
As a result our goal is to

1. develop a networked faculty, whereby we create dynamic collaborative partnerships and build bridges, both internally in the individual department and between the faculty’s various departments, environments and premises in Aalborg, Esbjerg and Copenhagen. This is to be achieved through the use of appropriate technology, organisation and communication.

2. develop the faculty’s physical frameworks and establish good, modern and up-to-date teaching, research and administrative environments.

3. strengthen the interplay of research, teaching and interaction.

4. ensure an up-to-date ICT supported Faculty of Humanities.
Our priority will be to develop a focused and innovative research profile based upon high professional standards. In this respect, we intend to take the lead in terms of incorporating the humanistic research profile in research projects – across disciplinary boundaries, and fields of research. We wish to contribute to the development of the cross-disciplinary and problem-oriented approach by promoting synergy and collaboration between research, teaching and outreach. We will hereby create international beacons, while ensuring the existence of active, distinctive research environments within all of the faculty’s fields of education.

We will also be creating a framework for the development of the individual researcher and head of research, not to mention that of our research environments. This framework will include measures to ensure that semester planning creates real breaks dedicated to research work.
As a result our goal is to

5 support research based on a cross-disciplinary and problem-oriented approach.

6 support the development of an innovative research profile, combined with high academic standards.

7 develop the research talents and environments and heads of research of the future.
We aim at creating an innovative teaching and learning environment based upon a cross-disciplinary and problem-oriented approach which detects and meets the needs of new generations of learners in their encounter with academic requirements, and at ensuring that the given quality requirements are complied with.

We will contribute actively to the fulfilment of the common educational political goals regarding higher education in Denmark, not least the goal that 50% of a youth cohort is to receive further education in the year 2015. In addition, the positive development in recent years, whereby the numbers of students who have completed their studies within the stipulated time have been on the increase, is not only to be maintained - it is to continue increasing. We will ensure the continued development and consolidation of study programmes that are ‘completed within the stipulated time’, i.e. study programmes that meet the needs of the knowledge society, and encourage students to be efficient in completing their studies. This is to be done whilst bearing in mind the diversity and differing needs of the students.
As a result our goal is to support teaching that builds upon a cross-disciplinary and problem-oriented approach.

develop, further develop and consolidate study programmes ‘completed within the stipulated time’, and that accommodate the diverse needs of different social groups and the new generation of learners.

ensure that the problem- and project based approach and the learning environment detect and meet the diversity of the students.
Innovation and Communication
We would like to strengthen the Faculty of Humanities’ visibility and profile. In doing so, we will focus upon humanistic ideas, values and methods of research and their universal usefulness and contribution to the individual as well as to society. We must furthermore ensure that we have a strong public profile and are widely recognised, which is to be achieved through innovation, collaboration and partnerships.

In our opinion, a strong and innovative communication structure is a fundamental premise for the creation of an efficient networked faculty. For this reason, the design and implementation of a communication strategy are to ensure communication and collaboration across our teaching, research and administration environments as well with partners and the general public.
As a result our goal is to:

11. develop a platform for the Faculty of Humanities’ contribution to social innovation.

12. strengthen and develop strategic collaborative projects with external partners.

13. strengthen the Faculty’s internal and external communication.
We consider international and national partnerships across institutions and sectors to be a significant incentive and a goal whereby the Faculty of Humanities can, with its particular profile, contribute to creating added value for research, education, local and global development, and for communication. We will therefore be taking active steps to cultivate active collaboration with other universities which are also aiming for high standards, i.e. collaboration that strengthens the research and education of the partners.

We will be strengthening the internationalisation of, and multicultural aspects within, all study programmes. An integral aspect of this endeavour is to make it possible for a growing number of students to complete part of their studies through a study-period abroad. We will also be creating a lively international environment for the benefit of both our Danish and our international students and staff.
As a result our goal is to

1. Strengthen the internationalisation and globalisation of the Faculty of Humanities through strategic collaboration with selected innovative universities worldwide.

2. Systematically incorporate an international dimension in our study programmes, including systematic exchange with our partner universities.

3. Develop special selected programmes as “joint degree” or “double degree” courses in association with partner universities.
A good work environment is the source of positive development
On the basis of the workplace evaluation results, we will need to maintain the adaption of work pressure and work load as an important focus area. The faculty’s staff-members find themselves in dynamic environs, characterised by numerous changes and measures. This condition continues to mark the daily routines of all employees. As a result, special efforts must be made if good working conditions and a good work environment are to be achieved. Furthermore, since student intake has been on the increase over the past few years, it is important for the organisation of study programmes and environments to follow this growth, so that we can secure optimal research standards and student conditions.

We aim to work with communication, trust and participation at all levels. We will also be working towards increased transparency in relation to decision-making within the organisation. In this respect, our goal is to create a working and study environment within the faculty that is based upon inclusiveness, diversity, recognition, initiative, pleasure, energy and a sense of community.

We will be recruiting excellent research talents and researchers who we believe will contribute to the development of the Faculty in the future. Likewise it is important to recruit technical and administrative personnel who can contribute to the positive development of the Faculty, and participate in ensuring an innovative, interdisciplinary and efficient attitude within it. This is to be achieved with the help of a good reputation, good career opportunities, a good recruiting policy and a professional and dedicated organization.
As a result our goal is to

17 strengthen and further develop an attractive working and study environment - in keeping with the fundamental values of the Faculty of Humanities and Aalborg University.

18 continue to attract and recruit exceptional academic and administrative personnel.

19 work towards diversity and equality amongst all groups of personnel.
Implementation

Workshops dedicated to each of the strategic themes outlined above will be held. Faculty management will select relevant participants (technical, administrative, academic staff and students) for these workshops. Subsequently, an implementation committee will be set up in connection with each theme. A report and a plan of action are to be drawn up for each strategic goal on the basis of the strategic considerations and results of the workshops. The faculty office will assist the committees.

Workshops
- Building a supportive framework
- Research that makes a difference
- Education ‘on time’
- Innovation and communication
- Collaboration without boundaries
- Work and study environments.