



Umeå Institute of Design - Designhögskolan
 Established 2016-03-09
 Appendix to Annual report 2015
 Bilaga till Verksamhetsberättelse 2015

UID Action Plan 2015: Follow-up

1. A University that makes things possible
2. Education for boundless knowledge
3. Research that breaks down boundaries
4. The excellent and efficient university

See separate plans for:

Work environment and sustainability

Equal access

Competence management

See separate UID Quality Assurance System.

Designhögskolans aktivitetsplan 2015: Uppföljning

1. Ett universitet som gör det möjligt
2. Utbildning för gränslös kunskap
3. Forskning som spränger gränser
4. Det goda och effektiva universitetet

Se separata planer för

Arbetsmiljö och miljö

Lika villkor

Kompetensförsörjning

Se separat Kvalitetssystem för Designhögskolan.

Abbreviations / Förkortningar:

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
PD	Programme director / Programansvarig
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: green-done, red-not done, yellow-initiated/ongoing)	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		Senior lecturer form, sketch, visualisation: 16 applications, 11 nationalities
UmU objective 1.1.3, stable long term conditions for teacher positions	Secure funding, internal & external, for teachers to develop pedagogical, research and artistic skills	LG	Continuous	Rector, HD	Budget, staff plan		Recruitment package for Rector included funding for artistic development
UmU objective 1.1.4, Combination of research and education in teaching positions	All staff shall be actively involved in pedagogical/research/artistic development work	LG, staff administrator	Continuous	Rector, HD	Staff plan, competence development plan		Time for competence development safeguarded for all staff in staff plan. Individual competence development plans for all staff includes
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			Faculty has discontinued this process
	All qualified UID staff apply for FFT funding	All UID staff		HD			No new applications made in 2015, Johan Redström received FFT 2015-2018 (25%).
	Formulation of strategic calls for projects funded by Artistic development work funding, in line with the disciplinary development at UID	RD, RC, LG	Spring	HD			Carried over to 2016

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	Define clear 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			Carried over to 2016
	Contract educations for professionals	PDs, LG	ongoing	CC chair			Possibility already exists but needs to be better communicated via UID website. Companies inquiring about collaboration opportunities are being informed about Contract Education at UID.
	Plan and define strategy for how we use and wish to develop teaching premises, labs and studios	PDs, councils, UID labs responsables		HD			Planning initiated. Strategy not formulated.
	Funding applications for renewal and updating of UID labs	UID labs responsible & IxD lab responsible, PDs, RD, accountant	February and onwards	HD			Applications made for Faculty funding, but none granted
	Inventory of costs for machine repairs	UID labs responsible,, accountant	spring	HD			Ongoing.
	Inventory of machine hour usage	UID labs responsables,,	spring	HD			94 milled files, 84 Objet print files, 30 Zcorp print files. 240 hours of file preparation.

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 meritiation on scientific, pedagogical and collaboration basis	Industry exchange possibilities for our staff	LG, UID alumni, staff administrator		HD			Possibilities under investigation, and information links posted on UID web. Two staff have applied for industry exchange/internships, but none granted.
UmU 1.3.2. Positions allow for national and	Definition of systematic strategies for long term	LG, Collaboration council	spring	CC Chair			Need for a CRM system to handle our strategic contacts was communicated to UmU's external

Bold text = highest priority

international mobility within and outside academia	relations with our external partners						relations dpt.
	Identification of key collaboration partners in other leading design educations for teaching, research and student exchange	PDs, RD, UID alumni		EC Chair			Investigations has been initiated, but not finalized. Ongoing discussions with CIID, Aalto and AHO regarding IxD collaborations (ongoing Nordplus application)
	Continued strategic collaboration with regional, national and international organisations	CC, LG		Rector, CC chair			Ongoing.
	Seminars with and visits to other departments and research environments within UmU to find collaboration possibilities	LG, RD, EC chair		HD			Some connections established, primarily Arts Campus (Research Days, joint seminar series, etc.) and new co-funded PhD position with Umeå Centre for Gender Studies.
	Arts Campus collaboration initiatives	LG, PDs, TA-staff, teachers, PhD students		HD			Collaborations ongoing: sharing TA-staff, UAC research days in december, and joint course across the schools in January.
UID: Our alumni are highly involved in the UID network, and in providing input and collaboration in UID development	Define strategy and clear routines for alumni networking and information gathering	CC, Comms officer, PDs		CC chair			Work initiated. Feedback and suggestions collected from our Alumni during the 25th anniversary celebration was compiled. Work will continue to analyse the data and link it to our communication strategy.
	Conduct alumni survey / Questionnaire with relevant questions on UID development issues	CC, LG	Spring	CC chair			Done.
	Gather and analyse alumni positioning and employment information	CC, comms officer	autumn	CC chair			Carried over to 2016

2. Education for boundless knowledge

Objective / delmål	Activities	Resource	Time plan	Responsible	Follow-up	Green/Red/Yellow	Comments, goal fulfilment
UmU objective 2.4. The number of incoming international students in exchange programs has increased to 300 individuals (265 in 2012)	Define strategic plans for <i>international and European student recruitment</i> campaigns	EC chair, EC, CC, PDs,	April-October	Comms officer	-Total number of incoming international students, with statistics on country and eventual exchange programme.		Initiated
	Strategy for recruitment campaigns for <i>Swedish and Nordic</i> students to BFA	PD BFA, EC, PDs,	April-october	Comms officer			Initiated
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.	LG		Rector, HD	Number of new scholarship collaborations established Number of UID students awarded scholarships		Continuous networking to find opportunities.
UID objective: Increased flexibility in UID education	Programmes: Immediate initiation of curriculum revision and development of current programmes to proactively handle a changing design context and also allow for a larger degree of flexibility	PDs, LG	February and onwards	Rector, HD	-Changes made in current programmes and plans for new programmes		Revision process initiated.

	for students to make individual choices based on their personal wishes and future societal needs.						
	Plan for development of new courses and programmes	Director SSC, PDs, LG	spring	EC chair	-Number of new courses developed.		No completely new courses have been developed during the year. A handful of courses have been updated.
	Plan for development of educational infrastructure to allow for flexibility	LG	autumn	EC chair			Not started. Carried over to 2016.
	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.	Staff administrator		HD	-Number of adjunct/part time teachers is kept and preferably increased (2014: 5).		1 part time lecturer hired. 1 adjunct senior lecturer recruited, hired Jan. 16.
UID objective: The number of teachers employed part time at UID and part time in industry have increased.	Exchange agreements: Inventory and benchmarking of possible exchange partners	EC, CC, PDs, international coordinator	April-October	EC chair	-Signed exchange agreement with other educators/programmes. -Number of collaborations/exchanges within our educations.		New agreements signed with: - Reutlingen, Swäbisch Gmünd, Kegde, Pforzheim, CREAD, Tallinn Univ., Jan Matejko Academy in Krakow, Institut Supérieur de Design <u>Incoming</u> exchange students: - spring 2015: 2 students - fall 2015: 8 students <u>Outgoing</u> exchange students: - spring 2015: 0 students - fall 2015: 4 students
Faculty objective 2.11: At least one educational programme	Courses: We develop internship courses that include the changing roles of the designer in	EC, PDs, CC	Spring term	CC chair	-Number of courses and projects held in collaboration with external partner and/or		Carried over to 2016

develops a formal collaboration with a foreign university.	practice				with external teacher/tutor. -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.	Define routines for how to 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.	PDs, EC, CC, international coordinator		HD	-Number of courses and projects held in collaboration with external partner and/or with external teacher/tutor. -Number of contract educations carried out. -Number of research related course elements		Carried over to 2016
	Contract education: We provide possibilities for contract educations for professionals.	CC, EC		CC chair			Possibility already exists but needs to be better communicated via UID website. Companies inquiring about collaboration opportunities are being informed about Contract Education at UID.
	Pedagogical seminars on the driving forces in design	PDs, teachers		HD			Pedagogical seminars included in meeting plan. 4 seminar held in 2015
UID objective: A stronger integration between research and education pushes the disciplinary development of design, and prepares our students for future research activities	Benchmarking: Inventory of how other design educations working/developing, specifically in integrating and working across design education and design research.	LG, PDs	Spring term, result in autumn	HD, Rector			Initiated in UID strategy group, not carried out completely
	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.	PDs, LG		HD, Rector	-Issue raised in Education and Research councils		Carried over to 2016
	Continuous competence development of all teaching staff: professional skills,	All staff should be involved in research/artistic development work, as well as pedagogical	continuous	HD	Competence development talks & plans		All staff have competence development plans, that include pedagogical and (increasingly) artistic/research

	research, artistic development work	development work					development work. However, not all staff carry out the planned activities.
	Development of the basic skills areas in industrial design through recruitments and competence development	LG, all teaching staff	continuous	HD	VP/VB Competence management plan		ongoing
Skilled teachers	Pedagogical development courses etc. as part of the competence development plan	All teaching staff	spring	HD	Competence management plan		All teaching staff have competence development plans, that include pedagogical courses. 9 teaching staff have taken part in UPL courses during 2015.

3. Research that breaks down boundaries

Objective / delmål	Activities	Resource	Time plan	Responsible	Follow-up	Green/Red/Yellow	Comments, goal fulfilment
UID is positioned as a strong research environment with internationally leading research in industrial design, and is well known internationally and nationally	Increased international and national networking and exchange through research collaborations, conferences and visiting researchers	LG, staff, phd students	continuous	Rector, RD	VB		Xx conference presentations during 2015 Xx research collaborations (?)
	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.	Research council, Rector, HD, RD	continuous	Rector, RD			
UID offers excellent education in design research	Mandatory PhD courses in design being developed	RD, PhD dir.	Spring	PhD dir	New course plans		Design history course
	UID offers at least one PhD course each semester	RD, PhD dir.	Continuous	PhD dir			Main constraint is the lack of available tutors at UID.

Bold text = highest priority

							Currently ca. one course per 1,5 semester.
	All PhD tutors who do not yet have formal university PhD tutoring training take that course as part of their competence development.	PhD supervisors	Continuous	HD	Competence development plans		
	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	PhD dir.			A first plan for a course development project created, but no resources for further development assigned/available.
	Routines and support for planning and writing research funding applications.	All staff involved in research/artistic development work	spring	RD, Rector	VB		Revision of funding policies under way.
	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		UAC Research Days expanded and re-oriented towards collaboration and shared projects, new UAC shared seminar series.
Increased amounts of external funding, both for basic and applied research.	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			Support and feedback offered on individual level by professors, but not through seminars or lectures.
	Seminars on research- and publication strategies support researchers to improve their decision making on where and how to focus their own research approach.	Seminar, Reading groups	continuous	RD	Number of publications by UID staff and students		Support and feedback offered on individual level by professors, but not through seminars or lectures.
	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	All staff involved in research/artistic development work	Continuous	HD, RD	VB, Competence development plans		

Bold text = highest priority

	calls.						
Faculty financed research time.	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.	Research council	spring	HD	Number of staff to attend conferences and number of papers presented		Number of conferences attended by UID staff:
	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		UID actively contributes to the discussion.
Increasing the number of research educated staff at UID	Competence development of existing staff, and recruitments of teachers with competence in core ID areas as well as in research.	RD, PDs, staff administrator	Continuous	HD	Competence management plan		Funding and outline formed for two new professors and a professor of practice programme as part of new rector recruitment package. Recruitments planned starting 2016.
UID's research activities and results are visible and accessible.	Increased visibility of research activities on UID through different means of visualisation (web, vidos, installations, visuals etc). All ongoing programs, projects and artistic development work are listed and described online. A portfolio of past projects is described.	RD, PhD dir., PhD students, staff involved in research/artistic development work	spring	Comms officer			

4. The excellent and efficient university

<i>Objective / delmål</i>	<i>Activities</i>	<i>Resource</i>	<i>Time plan</i>		<i>Follow-up</i>	<i>Green/Red/Yellow</i>	<i>Comments, goal fulfilment</i>
---------------------------	-------------------	-----------------	------------------	--	------------------	-------------------------	----------------------------------

Bold text = highest priority

				Responsible			
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	Education council, Staff administrator	spring	HD			New staff planning routines introduced autumn 2015.
	Administrative systems: Admin. Work flow inventory and visualisation of “admin year”		spring	HD			Initiated
	Work descriptions for all teaching staff.	Staff administrator, Rector	autumn	HD	Quality assurance system		Initiated
	Evaluated and revised structure for organisation and leadership.	LG	autumn	Rector, HD			Initiated
	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.	All staff	continuous	HD, Rector	Competence development plan		Initiated
	Incentives and encouragement for staff to find relevant competence development activities, including artistic development work.			HD, Rector			Discussion at kick-off and staff meetings about the importance of artistic development work, formation of work groups.
	UID has a clear and consistent voice in external communication: Development of a communication plan for UID.	LG, councils		Comms officer			Ongoing
	The UID web presence is handled and developed actively, strategically and seriously	LG, councils, students		Comms officer			Ongoing
Communication plan and routines for internal/in-house	LG, councils, students		Comms officer				

Bold text = highest priority

	information						
	Development of coherent and flexible information material (connecting web material and physical material – brochures etc.)	LG, CC, EC		Comms officer			UID Brochure produced in december
	Development of routines for systematic documentation of UID media coverage.	Intern, PDs		Comms officer	Quality assurance system		Initiated for press clippings
	All students and staff experience UID as an inspiring and open work place, feel that the work load is possible to manage well, and that there is good support for handling periods of more intense work. See plan for work environment	EHS group, PDs, comms officer	continuous	HD			Ongoing
	All students and staff experience UID as an egalitarian and inclusive place, with equal opportunities and equal treatment work incorporated and visible in daily work. See separate plan for Equal access.	Equal access group, PDs, comms officer	continuous	HD			Ongoing
	All activities at UID are based in a sustainability approach, and strive to the least possible negative environmental impact. See plans for work environment and sustainability.	Sustainability group	continuous	HD, Rector			See plans for work environment and sustainability.

Bold text = highest priority