



Designhögskolan  
Bilaga till Verksamhetsplan 2009-2011 rev. 2011

## Umeå Institute of Design Action Plan 2011

1. Common areas
2. Education on basic and advanced levels
3. Education on PhD level
4. Research
5. Cooperation

*See separate plans for:*

Work environment and sustainability  
Equality, diversity & equal opportunity

## Designhögskolans aktivitetsplan 2011

1. Övergripande verksamheter
2. Utbildning på grund- och avancerad nivå
3. Utbildning på forskarnivå
4. Forskning
5. Samverkan

*Se separata planer för*

Arbetsmiljö och miljö  
Jämställdhet, mångfald och likabehandling

## Terms and abbreviations:

Faculty	The Faculty of Science and Technology / Teknisk-Naturvetenskaplig fakultet
HD	Head of department / Prefekt
DHD	Deputy head of department / Biträdande prefekt
PDs	Programme directors (including Director SSC) / Programansvariga (inklusive Utbildningsansvarig för fristående kurser)
SSC	Single subject courses / Fristående kurser
UID	Umeå Institute of Design / Designhögskolan vid Umeå universitet
UAC	Umeå Arts Campus / Konstnärligt campus
UMA	Umeå School of Architecture / Arkitekthögskolan vid Umeå universitet
UAFA	Umeå Academy of Fine Arts / Konsthögskolan vid Umeå universitet

## 1. Common areas

<i>Area of development</i>	<i>Goal</i>	<i>Activity</i>	<i>Resource</i>	<i>Time plan</i>	<i>Responsible</i>	<i>Result/Follow-up</i>
<b>Economy</b>						
Joint routines for planning and overview of number of students per term	Fluctuations in student numbers from term to term are known well in advance and do not have negative effects on programme budgets	Joint routines, coordination and information to students of dates for internship related study breaks in order to minimise programme vulnerability when student groups vary in size	Grand Plan meetings, Education group, PDs. Wozzop & School meetings.	March-April	MA coordinator	
Staff planning and costs for external teachers	We find good possibilities of coordinating use of external teachers, and can negotiate costs jointly (per term)	Routines for coordination/information of booking of external teachers & tutors to facilitate their teaching/tutoring in different educations and shared costs.	Grand Plan meetings, Education group, PDs	April	PDs (Maria G-dotter)	
<b>Leadership and organisation</b>						
Work descriptions	All staff have work descriptions that are revised and updated when necessary. Areas of individual and shared responsibilities are known to all.	Work descriptions for technical support staff.	HD, DHD	February-March	HD, DHD	Ongoing
		Work descriptions for all teaching staff.	HD, DHD, teaching staff, Education group, Rector	spring	HD, Rector	
		Work descriptions with areas of responsibility for leader group.	HD, DHD, Rector	Autumn	Rector, HD	
Competence development	All staff at UID have the possibility to develop their competence, skills and knowledge in areas relevant to their professional work. All staff have competence development plans that are	Competence development talks are held with all staff, and individual competence development plans are drawn.	HD, Rector	February-April	HD, Rector	

	revised and updated yearly.					
Leadership structure and working groups	Organisation and leadership function well, with division of responsibilities and good cooperation between leader group, department board and work groups. Good participation from all staff and students	Revision of organisation and meeting frequency of UID working groups, clarification of tasks.	HD, Rector, work groups, staff meetings	March – August	Rector	
		Plan for frequency and content of leadership meetings	HD, Rector, DHD	Spring	Rector	
		Joint meetings for all staff are booked well in advance to facilitate participation from all (kick-off, staff meetings and “round-up” after term).	HD, Staff administrator, SSC coordinator	When meeting plan is set yearly (autumn)	HD	
Information and communication, internal and external	UID has a clear and consistent voice in external and internal communication.	Development of a UID communication plan, in relation to the UAC comm. plan	UAC Comms resp., Web coordinator, HD, Rector, DHD	March-October	Rector	
		Overview of UID web site and development of web communication strategy	Web coordinator, Web group, UAC Comms resp., Education group.	March-June	Web coordinator	
		Publishing of policies, plans and other relevant documents online for staff, students and external partners	Web coordinator, Language consultant, DHD	March	DHD	
		Development of coherent and flexible information material (connecting web material and physical material – brochures etc.)	HD, Rector, DHD, PDs, UAC Comms resp., Web coordinator	April-November	Web coordinator	

		Plan for which UID internal information & documents should be made available in both English and Swedish	HD, DHD, Language consultant, PDs, Education group, Equality group	August	DHD	
		Development of routine for systematic documentation of UID media coverage.	Language consultant, Information officer, staff admin. + all staff	March-April	Staff administrator	
		Coordination of routines and use of the same kind of information and documents for purchase, confirmation & UID information to external teachers/tutors	Education group, study administrators / coordinators, accountant	March-August	Study administrators (Birgitta Sundberg)	
		Documentation of routines and responsibilities in connection to introducing newly employed UID staff	Staff administrator, HD	April	Staff administrator	
	Coordination of external contacts	Development of a system for handling student inquiries and joint entry point + strategy for coordinating questions of study visits, talks and cooperation proposals	MA coordinator, Web coordinator, Language consultant, PDs, computer technician, HD, Rector	February-June	MA coordinator	
		Plan for personal contact management strategies (ex. Season greetings cards/web, invitations etc)	Education group, UAC comms person, HD, DHD, Rector	October	Rector	
		Strategies and joint routines for handling and passing on external contacts	Education group, HD, DHD, Rector	November	Rector	

<b>Administration</b>						
Clarity and coordination within UAC	Coordination benefits within UAC and backup resources for administrative functions	Inventory of possible areas of administrative cooperation at UAC	HD., UAC cooperation group, Rector	ongoing	HD	
		Suggestion of solution for Reality Lab administration	HD, Facilities manager, DHD, UMA, UAFA, UAC coop. grp.	March	DHD	
Alumni administration	We have a well functioning alumni programme where former students' professional experience is safeguarded	Suggestions for alumni activities and action plan for these. Coordination with UmU alumni database.	Rector, MA coordinator, Education group	February-March	MA coordinator	
		Alumni newsletter – plan for publishing and synchronisation with Wozzop.	MA coordinator, Web coordinator, Ställverket, Rector	February-March	MA coordinator	
		Development of policy and/or routines for alumni contacts	Rector, MA coordinator, UAC comms resp.	February-April	Rector	
Internationalisation/national cooperation in administration	Administration works with creating exchange of experiences and coordination nationally and internationally with other educations and external partners	Formulation of strategies for exchange and benchmarking in administration with other universities	MA coordinator, support group, HD, Rector	June	HD	
Administrative and technical support systems	Administration flows smoothly, and we participate in creating a well functioning administration with an aligned coordination and integrated support systems at UAC.	Development of DOLF system to create a support module (web interface), ACSS, connecting dolf with material management and invoice systems.	Support group, UMA, Research Engineer (Fredrik N) EA (UmU economy unit) and external	February-September	HD, Accountant	

			consultants			
		Routine and system/database for collecting and administrating contact details for strategic partners and alumni / mail lists	Web coordinator, Language consultant, PDs, Support group (admin + computer), Rector	February-April	DHD	
<b>Facilities</b>						
UID participates in the strategic work with planning the joint facilities and infrastructure at Umeå Arts Campus	A well functioning library at Umeå Arts Campus provides relevant books, journals and information services for students, researchers and staff.	Initiate work with inventory of necessary design literature for the Design library and/or design section of the UAC library	Rector, DHD, PDs, Research group, PhD students, Post docs	February	Rector	
		Participation in strategic planning with all UAC partners and UB (library) for the content and aim of the UAC library	Rector, HD, UAC cooperation group, UB (library)	ongoing	Rector	
	The different actors at UAC can easily collaborate in education and research, through easy access to each other's workshops, equipment and support staff.	Investigation into a sustainable system/solution for UAC collaboration, and preparation for Reality Lab, facilitating access without heavy economic implications.	Rector, HD, DHD, Facilities manager, Support group, UAC cooperation group	March	DHD	
		UID actively participates in the planning of the Incubator on UAC, and investigates possibilities for joint UAC use of areas in old Art school	Rector, HD, UAC cooperation group	ongoing	Rector	
	UID facilities function well according to UID and UAC needs	Overview and restructuring of the workshop areas connecting to / visible from the UAC common area	HD, Facilities manager, Work environment group, Workshop group, Rector	February-December	HD	
		Overview and updating of the Auditorium stage area	HD, Facilities manager, Work	February-May	HD	

		and the audio-visual infrastructure	environment group, Baltic group, Rector			
		Overview and suggestions for improvement of the area outside the Auditorium, including exhibition walls and entrance	HD, Facilities manager, Work environment group, Rector	February-May	HD	
		Investigation into possibilities of expanding UID facilities, eventual new constructions	HD, Facilities manager, Work environment group, Baltic group, Rector	ongoing	HD	
<b>Equality</b>						
Knowledge and awareness of gender issues and gender perspectives among staff and students.	Gender issues and perspectives are included in all activities at the department.	See separate action plan	Equality group		HD	See separate action plan
<b>Work environment</b>						
Quality work to keep and further strengthen sense of "UID family" and solidarity	Physical and psychosocial work environment is good, inspiring and offers development for all staff	See separate action plan	Work environment group		HD	See separate action plan
<b>Inclusive university</b>						
Proactive work with diversity issues in education and other activities	Students and staff are aware of and participate in equality and equal treatment work, and diversity issues are worked with in a positive way	See separate action plan	Equality group		HD	See separate action plan
<b>Sustainability</b>						
Development of a sustainability policy and plan for the department.	All activities at UID are rooted in a sustainability approach, and strive for the least negative impact possible on the environment.	Writing of separate sustainability plan	Sustainability group		HD	

## 2. Education on basic and advanced levels

<b>Education: Conditions</b>						
<i>Area of development</i>	<i>Goal</i>	<i>Activity</i>	<i>Resource</i>	<i>Time plan</i>	<i>Responsible</i>	<i>Result/Follow-up</i>
<b>Recruitment situation</b>						
Marketing of UID to recruit the best students internationally and to establish UID as a dynamic meeting place and network hub for design professionals	UID is the natural choice for students, Swedish and international. We recruit the top students to all our programmes & courses.	Participation in student fairs, conferences, own arrangements for presumptive students,	Education group, PDs, UAC coordination group	ongoing	HD	
		Open house activities within UAC.	MA coordinator, Ställverket, all staff, UAC coordination group	Spring term/autumn term?	MA coordinator	
		Plan for strategic visits to other educations by staff & students to promote UID, and a marketing strategy for reaching potential students	HD, Rector, Education group, Ställverket, Web coordinator, Information officer	June	HD, Rector	
	We are more visible on-line and at strategic meeting points where we can reach potential students.	Development of easily portable UID exhibition material	Form teacher, UAC comms person, PDs, Language consultant, Print & media	February-August	Form teacher (Jasjit Singh)	
		Inventory of strategic fairs, competitions, exhibitions etc. and plan for how to participate in and/or visit.	PDs, Rector, Education group	February-April	PDs (Thomas Degn)	
		Inventory of strategic PR and advertising channels for strategic recruitment, yearly	PDs, Rector, HD, Education group, UAC	February-March	PDs (Demian Horst)	



		plan for PR.	comms person			
		Specific strategies for increased Nordic visibility, for recruiting to the Industrial Design Programme	PDs, Rector, HD, Education group	February-April	PDs (Monica Lindh)	
	We arrange exhibitions and events in-house which attract key actors in the design profession and in design research.	Prototyping the Future-week, for staff, students and as event for design professionals to meet us and each other.	Rector, HD, DHD, PDs, Support group, Ställverket	January	Rector	
		Degree exhibition to be held, with even more web emphasis this year in order to reach further.	HD, PDs, Web coordinator. All staff, Ställverket	June	HD	
		UID Design talks held in relation to degree exhibition, to be marketed to strategic partners and established as an internationally known design event	PDs, Rector, HD, Web coordinator, Ställverket,	June	Planning group: Demian H., Monica L, Kristin F (and event coordinator from April)	
Preparation for tuition fees	The UmU scholarship system upweighs any potentially negative effects tuition fees might have on recruitment.	Development of strategies for managing tuition fees and scholarship programmes, parallel to investigation into possibility of exemptions from fees.	HD, Rector, Education group, UAC Coordination group	ongoing	Rector	
	Exchange programmes with other strong design educations	Strategic contacts with potential exchange partners.	MA coordinator Education group, Rector	ongoing	MA coordinator	
		Active work for teacher exchange and student exchange	MA coordinator Education group,	ongoing	Rector, MA coordinator	
	Recruitment of more EU/EES students	Development of strategies for marketing UID in Europe	UAC comms person, UmU comms resp., UmU & Faculty	March-December	HD, Rector	

			recruitment offices, Rector, Education group, Web coordinator			
<b>Competence planning</b>						
Programme leadership and programme development	All programmes have a strong leadership, with programme director and assisting programme director	Recruitment of assisting PDs on BA programme and APD programme	HD, PDs, Rector	ongoing	HD	
Core subjects vulnerable because of no competence backup	Stable group of teaching staff, with "backup" in core subjects	Propose structure for support for teaching teams.	Education group, PDs	Autumn	DHD	
		Strategy for core subject responsibilities & development areas: Each teacher has a specific area or field that she/he is main responsible for developing in relation to all UID educations.	Education group, teachers	March-April	Rector	
		Inventory of backup system for UID core teaching staff (in case of emergency)	Education group, all teaching staff	June	MA coordinator	
<b>Educational environment</b>						
Development of resources and routines within UAC	Daily work runs smoothly, and positive coordination effects are reached within UAC	Development of ideas for strategic cooperation in education and joint administration within UAC	HD, Rector	ongoing	Rector	
		Investigation into possibility of synchronising an "elective course period" at UAC	Rector, UAC coordination group	ongoing	Rector	
		Promote knowledge about each other at UAC, create collaborative atmosphere through social activities and	Staff meetings, Seminars	asap	HD	

		seminars				
		Develop and run a joint UAC pedagogical course or seminar together with UPC, UMA and UAFA	Education group, DHD, HD	October-November	DHD	
<b>Student participation</b>						
Further involvement of students in school development	All students participate actively in work groups, evaluations, meetings etc. and feel included in the department's work	More information on UID and the educations in a Study handbook, + info how the department is run, and access to documents and minutes online	PD:s, Education group, Web coordinator, Language consultant, DHD	March	MA coordinator	
Continued quality works with course evaluations and UID student barometer survey of degree of student satisfaction.	All students are very pleased with their studies at UID and all educations receive good reviews in feed-back from the majority of the students.	Proposal of joint UID routines for course evaluations (including communication to students)	Education group, study administrators, Web coordinator, PDs	September	MA coordinator	
		Survey of UID student satisfaction.	Education group, study administrators, PDs, ställverket, Web coordinator	March-April	MA coordinator	
<b>Courses and programmes</b>						
Wider variety of single subject courses for inhouse and external students	Different single subject courses offered each study year.	Development of two new "open" single subject courses, and plan for variation of SSC:s between study years.	Director of SSC, teaching staff, Education group	October	Director SSC	
	Our inhouse students can broaden/deepen their knowledge and skills further parallel to, during or after programme studies.	Investigation into possibility of synchronising an "elective course period" at UID, based on PtF experiences	PDs, Education group, Rector	January-June	Rector	
Our students' knowledge make them employable as strategic designers who can drive and influence their professional field.	We have a strategy and methodology for a systematic inventory of development areas in our educations	Prototyping the Future-week, to explore educational directions, and follow-up planning work to	All staff, all students	January-June	Rector	

		evaluate student and staff feed-back				
	All programmes have external support for strategic insight and programme development	Strategic reviews of BA, APD and TD programmes, including work with selecting/inviting advisory boards.	PDs, Education group, HD, Rector	February-December	Rector	
	We have a good balance between study programmes and single subject courses	Strategic investigation into development of ADV to a 2-year programme	Course responsible, Director SSC, Education group, Rector, Mattias Löw	March	Rector	
Development of courses for professionals	Professionals choose UID for competence development in the industrial design field	Initiation of strategic professional course development plan – which type of courses to give, how and when, and for which professional categories	Education group, Rector, Director SSC	ongoing	Rector	
<b>Education: Planning and content</b>						
<i>Area of development</i>	<i>Goal</i>	<i>Activity</i>	<i>Resource</i>	<i>Time plan</i>	<i>Responsible</i>	<i>Result/Follow-up</i>
<b>Connection to research</b>						
Strengthened research connection in all programmes and courses	At UID, there is a strong and well established research culture that is relevant to teaching, learning and other areas of work.	Increased visibility of inhouse research and PhD programme through Wednesday lectures, seminars, exhibitions, web material etc.	UID research department, PhD students, Research director, web coordinator Rector	ongoing	Research director, Rector	
		Strategies for inclusion of design research perspectives	PDs, Rector, Research dept.	ongoing	PDs, Rector	

		or methods in all educations				
<b>Connection to profession and employability</b>						
Alumni lectures	Systematic work to gather and work with alumni input and experience in education and open lectures	Suggestions for plan for alumni lectures.	MA coordinator, PDs	ongoing	MA coordinator	
		Alumni interviews published online	Language consultant, Ställverket	ongoing	Language consultant	
Professional contacts	Continuous contacts with professionals throughout the education, and events in which students expand their professional network.	Degree exhibition (web based and physical) and events in which degree students present their work to professionals, and meet them in both professional and social activities.	HD, Rector, All staff, Ställverket	June	HD	
<b>Forms of instruction</b>						
Flexible forms of instruction.	A varied range of place bound and web based forms of instruction of high quality gives a more flexible learning environment	Development of web based course elements in graphic design to be used in existing courses.	Course responsables, SSC director, Web coordinator	ongoing	Course responsables (Peter Lundholm)	
		Investigation into ways to use learning platforms in our educations	PDs, Education group, Web coordinator	ongoing	PDs (Niklas A)	
		Investigation into flexible learning environments, possibility to use in classrooms	Work environment group, Facilities manager, Teaching staff, Web coordinator	ongoing	DHD	
<b>Staff planning on courses</b>						
Better overview of staff planning situation.	We have an overview of staff planning at least two terms in	Set routines and time frames for staff planning and	DHD, PDs		DHD	

	advance.	communication of staff plan.				
		Proposal of routines and time frames for Grand Plan coordination: Time frame and meetings should be scheduled in advance.	PDs, teaching staff, Education group	March	PDs (Monica Lindh)	
<b>Examination</b>						
Quality assurance of examination criteria, basis of assessment and documentation of all examinations (including oral and visual)	Forms of examination secure a high quality in education, and routines for documentation are the same on all courses and programmes.	Proposal of joint routines and system for documentation of course / project outcomes, presentations and visual materials.	Education group, Web coordinator, Computer group, PDs	April	PDs (Thomas Degn)	
		Proposal of routines for documentation of assessments and assessment criteria of projects and courses	Education group, Support group, PDs		PDs (Monica Lindh)	
		Production of joint document for MA and BA degree project assessment criteria	PDs, Education group, Rector, UPC	February-April	PDs (Niklas Andersson) Rector	
		Revision of degree descriptors (examensbeskrivningar) in relation to course syllabi for all programmes.	PDs, Education group, Rector	February-December	Rector	
		Writing of a pedagogical policy and action plan for UID, based on the UmU pedagogical policy	PDs, Education group, Rector	Autumn	Rector	
<b>Internationalisation</b>						
Systematic work with teacher and student exchange	Increased number of incoming and outgoing teachers and students to other design educations	Investigation into possible partner universities/educations for exchange agreements	MA coordinator, Education group, Rector	ongoing	Rector	

		Several teachers go out from & come in to UID on teacher exchange programmes during the year – activities to promotethis.	Teachers, PDs, Education group, MA coordinator	ongoing	MA coordinator, Rector	
<b>Education: Results</b>						
<i>Area of development</i>	<i>Goal</i>	<i>Activity</i>	<i>Resource</i>	<i>Time plan</i>	<i>Responsible</i>	<i>Result/Follow-up</i>
<b>Employability</b>						
Extra-curricular courses for broadening/deepening knowledge, with focus on skills	Our students' knowledge and network make them employable as strategic designers who can drive and influence their professional field.	Investigation into possibility of giving summer courses 2011-2012	Education group, SSC director	Spring	SSC director	
		Investigation into possibility of arranging figure drawing courses (ev. Joint on UAC)	Ställverket, HD, SSC director	February	SSC director	
<b>Education: Special perspectives</b>						
<i>Area of development</i>	<i>Goal</i>	<i>Activity</i>	<i>Resource</i>	<i>Time plan</i>	<i>Responsible</i>	<i>Result/Follow-up</i>
<b>Equality</b>						
Ratio male and female teachers	Our students meet as many skilled and competent men as women as teachers and tutors on our programmes and courses.	Inventory of number of teachers & tutors, per programme and study year, in reference to gender, area of expertise and approximate amount of teaching time	Equality group, PDs, Education group	May	Equality group rep (Peter Lundholm, Elinn Bolonassos)	
Ratio male and female students	We accept the most talented students to our educations, and among them the number of men	Analysis of recruitment strategies, information material and	Equality group, PDs, Education group	May	Equality group (Peter	

Ratio male and female students	We accept the most talented students to our educations, and among them the number of men and women is even.	Analysis of recruitment strategies, information material and application/admission statistics. Ideas on strategies for gender balanced recruitment.	Equality group, PDs, Education group	May	Equality group (Peter Lundholm, Elinn Bolonassos)	
<b>Inclusive university</b>						
Proactive work with diversity issues	All students and teachers are familiar with UID's work with equality and diversity issues, support available for students with functional disorders, and the UmU programmes against harassment.	Information for students on UmU policies and support programmes.	PDs, Equality group	beginning of term	PDs	Information during first week of term.
		Establishment of a UID equal treatment policy	Equality group, Work environment group, Education group	April	HD	
		Information lecture by UmU student services for all staff and students at a School meeting	MA coordinator, Equality group	mid-term	MA coordinator	
<b>Work environment</b>						
More flexible equipment in educational rooms/areas	The physical work environment is good, and offers great flexibility for innovative and creative forms of	Evaluation of Black room as a flexible, experimental, teaching and learning	Facilities manager, work environment	Spring	DHD	



### 3. Education on PhD level

<b>Doctoral education: Conditions</b>						
<i>Area of development</i>	<i>Goal</i>	<i>Activity</i>	<i>Resource</i>	<i>Time plan</i>	<i>Responsible</i>	<i>Result/Follow-up</i>
<b>Recruitment</b>						
Faculty financed doctoral positions	Recruitment of more doctoral students makes possible a dynamic group of doctoral students and a stable educational environment	Continued strategic work aiming at faculty financed PhD funding (including cooperation within UAC/UmU)	Rector, research director, HD	ongoing	Rector, HD	
Co-funding and cooperation with others	Recruitment of more doctoral students makes possible a dynamic group of doctoral students and a stable educational environment	Continued strategic work aiming at international and national cooperation in PhD funding (including cooperation within UAC/UmU)	Rector, research director, HD	ongoing	Rector	
<b>Tutors</b>						
Number of tutors and education for tutors	There is a number of PhD tutors at UID. All tutors have university pedagogical training in tutoring.	Recruitment of more tutors to support the PhD education	HD, PhD studies director, Rector	ongoing	HD, Rector	Recruitment of professor(s) ongoing.
		All new inhouse PhD tutors who do not yet have formal university PhD tutoring training take that course as part of their competence development.	HD, PhD studies director, Rector	ongoing	HD	
		Formation of a Tutors' council, as a forum for PhD tutors to synchronise their work, share experiences and establish common practices	HD, DHD, PhD director of studies, PhD coordinator	September	PhD coordinator	

		Clear formulation of tutors' tasks, guidelines for tutoring and amount of tutoring time per PhD student	PhD director of studies, PhD coordinator, HD, Rector, DHD	June	PhD studies director	
<b>Educational environment</b>						
Organisation of PhD programme and its leadership	PhD education has a strong leadership and support structure.	Recruitment of a professor with responsibility for leading the PhD education, and/or a coordinator or director of studies.	HD, Rector.	ongoing	Rector	
		Clear routines are established in a PhD student handbook, concerning practical and administrative issues of the PhD education	HD, DHD, Rector, PhD director of studies, PhD coordinator	April	PhD coordinator	
	The Design seminar is established as the main arena for PhD students to develop and discuss their work with colleagues at UID and UAC.	Plan for organisation, frequency and content of the seminars, including seminar responsible.	Rector, PhD director of studies, DHD	April	Rector	
Cooperation within UAC	Sharing of resources and facilities at UAC create a dynamic PhD environment.	Joint PhD student week and suggestions for other joint activities for PhD students at UAC	Research director, Rector, HD, UAC cooperation group	ongoing	Rector, HD	
Visibility of PhD education	UID's PhD programme is visible and well known nationally and internationally	Development of web pages for external information on PhD programme and individual PhD projects	Research director, Web coordinator, Rector, PhD students, Language consultant	March	Web coordinator	
<b>Doctoral education: Structure and content</b>						
<i>Area of development</i>	<i>Goal</i>	<i>Activity</i>	<i>Resource</i>	<i>Time plan</i>	<i>Responsible</i>	<i>Result/Follow-up</i>
<b>Courses</b>						

PhD courses	We give PhD courses at UID. On our home page we inform of our own courses and those given at UmU and through D&R	A minimum of one PhD course is developed and given at UID during the autumn term.	Rector, PhD studies director, teaching staff	April – December	Rector	
		A plan for courses and when they are given within the PhD education over the next two study years is formulated and distributed at UID, UAC and within the Designfakulteten network.	PhD studies director, Rector	April	PhD director of studies	
		Information on national and international PhD courses relevant for our doctoral students are published and kept updated on UID home page by the PhD students and others.	PhD student group, PhD director of studies, Rector,	April	PhD director of studies	
		A notice board is designated for PhD course information, internal and external, and kept updated.	Facilities manager, PhD studies director	March		
Expected learning outcomes	We can identify when and how ELO:s are reached in the PhD education	Term goals and year goals in Individual study plans are connected to specific expected learning outcomes in the PhD education	PhD studies director, tutors, Rector	September	Rector	
<b>Tutoring</b>						
Regular access to tutoring for PhD students	All student receive at least 100 hrs of tutoring per study year from inhouse and external tutors according to UmU regulations.	Development of routines for documentation and follow-up of amount of received tutoring per PhD student and tutor (in accordance to UmU regulations).	PhD studies director, Support group	February-April	PhD studies director, HD	

<i>Area of development</i>	<i>Goal</i>	<i>Activity</i>	<i>Resource</i>	<i>Time plan</i>	<i>Responsible</i>	<i>Result/Follow-up</i>
<b>Internationalisation</b>						
International publications	Increased number of international publications.	Inventory of publications by PhD students.	PhD studies director, PhD students	March-May	PhD studies director	
		Development of routines for documentation of publications and on-line publishing of publication lists.	PhD studies director, research group, Web coordinator	March-May	Web coordinator	
International exchange	Increased international networking and exchange through conferences and visiting researchers	Strategic work for increasing number of visiting guest researchers and professors at UID, and for UID researchers and PhD students to spend research time elsewhere.	Research director, Rector, researchers, PhD students	ongoing	Rector	
		Support and strategies for conference participation and paper presentation (seminars and feed-back)	Research director, PhD studies director, Rector, researchers, PhD students	ongoing	PhD studies director	
<b>Individual study plans</b>						
Criteria for quality assessment and control of progress in relation to study plans	PhD students complete their studies on time.	Development of criteria and routines for evaluation and assessment of individual progress in relation to individual study plans.	PhD studies director, Rector, Tutors	April-October	Rector, PhD studies director	
		Clear structure for checkpoints during PhD education.	PhD studies director, Rector, Tutors	April-October	Rector	
<b>Doctoral education: Results</b>						
<i>Area of development</i>	<i>Goal</i>	<i>Activity</i>	<i>Resource</i>	<i>Time plan</i>	<i>Responsible</i>	<i>Result/Follow-up</i>

<b>Student completion ratio</b>						
Supportive study environment	The number of dissertations is equal to the number of accepted students over time.	Development of follow-up routines for assuring a good physical and psycho-social environment for PhD students	Research director, Work environment group, HD	February-May	PhD studies director	
<b>Employability</b>						
Preparation for professional as well as academic career	PhD:s in industrial design are attractive and sought after both from the industry and from the academy	Development of an educational structure and variety of PhD courses in which ELO:s and skills training aim at both professional and academic training	Rector, PhD studies director, tutors	October	PhD studies director	
<b>Level of satisfaction</b>						
Assessment routines	All doctoral students are satisfied with the doctoral education, and routines exist to assess this.	Development of routines and criteria for course and term evaluations independent of ISP follow-ups.	PhD studies director, course responsables	September	PhD studies director	
<b>Doctoral education: Special perspectives</b>						
<i>Area of development</i>	<i>Goal</i>	<i>Activity</i>	<i>Resource</i>	<i>Time plan</i>	<i>Responsible</i>	<i>Result/Follow-up</i>
<b>Equality, diversity and equal opportunity</b>						
Recruitment of skilled men and women, without regard to ethnicity or nationality	An equal number of skilled male and female Phd students from various backgrounds and nationalities	Gender conscious and equal opportunity perspectives considered in the PhD acceptance process	HD, PhD studies director, Rector	ongoing	HD	

## 4. Research

<b>Research: Conditions and structure</b>						
<i>Area of development</i>	<i>Goal</i>	<i>Activity</i>	<i>Resource</i>	<i>Time plan</i>	<i>Responsible</i>	<i>Result/Follow-up</i>
<b>Recruitment</b>						
Researchers with PhD education in industrial design are recruited (or competence developed) internally and externally	Every new recruitment at the department is an addition to the research – basic and/or applied	A long term research strategy is defined and developed, including strategies for external recruitment and competence development of in-house staff	Research director, Rector, HD	February-October	Rector	.
Research engineers and research technicians	Adequate resources for both PhD students and research group	Recruitment of additional research engineer resources	HD, Research director		HD	
<b>Competence management</b>						
Professorships and research positions	One or more faculty financed professorship or research position is announced during 2011.	Discussions with Faculty on faculty funding	Rector, HD, Research director	ongoing	Rector	
	Professors in industrial design direct and conduct research, and support to education on all levels	Recruitment of a professor in industrial with responsibility for research and PhD education, and process to install rector as professor in industrial design	Rector, HD	February-December	HD, Rector	
Guest professors and visiting researchers	Guest professors and visiting researchers assist in building a dynamic research environment at UID	Strategic plan for recruitment of guest professors and visiting researchers, including plan for how to incorporate them the most in research and education during their stay	Rector, Research director	February-April	Rector	
<b>Facilities and equipment</b>						
Possibilities to share facilities in UAC	All persons in the research department, permanent or visiting,	Discussions with UMA on possibility to rent office space	HD, UAC cooperation	Ongoing	HD	

	are offered work space in UID or UAC	if needed	group			
<b>Time for research</b>						
Competence development plans as instrument for research/artistic development work planning	All permanent staff can continuously do research or artistic development work as their competence development.	In setting up competence plans, all staff (including teaching staff and support staff) should consider if and how research perspectives or artistic development perspectives could be fruitful to the own competence development.	HD, Rector	February-March	HD	
		Investigation into possibilities for incentives/rewards for publications	HD, Rector	Spring	Rector	
		Applications by UID staff for Artistic development work funding is encouraged through reminders and systems for handling announcements and applications.	HD, Rector	ongoing	Rector	
<b>Strategies</b>						
Faculty financed research through strengthening of the scientific/academic quality of industrial design research (publications, conferences, networking)	At UID there is a good balance between applied, externally funded design research and faculty funded basic design research	Development of research strategies and strategies for establishing a research culture.	Research director, HD, Rector	Ongoing	Rector	
		Define and synchronise our strategies and research quality criteria to the FFFT-planning	Research director, HD, Rector	ongoing	Research director	
UID is established as the leading Swedish design research institute, is internationally ranked highly in research, and is considered as a dynamic meeting	Our research is well known and highly regarded, and design researchers actively seek contact with UID for collaboration in research	Three post docs are admitted, and strengthen the research environment at UID, also collaborating in research issues with other actors at	Rector, HD, Research director	February-September	HD	

place and network hub for design researchers and professionals		UAC. Two more post doc positions are announced in late 2011 for start 2012.				
		Application, step two, to be written and submitted to hold DRS conference for 2014	Rector, HD, DHD	February-March	Rector	
<b>External funds</b>						
More government funded research and EU funded research	Balance between applied and basic design research, externally funded design research and government/faculty funded basic design research	Cooperation in research projects with other research institutions, strategic planning for project applications	Research director, Research group, Rector	ongoing	Research director, Rector	
		Initiation of work to make a project application to Vetenskapsrådet for basic design research	Research director, Rector, Research group	April	Research director	
<b>Research: Results</b>						
<i>Area of development</i>	<i>Goal</i>	<i>Activity</i>	<i>Resource</i>	<i>Time plan</i>	<i>Responsible</i>	<i>Result/Follow-up</i>
<b>Publications</b>						
Increased number of publications	Establishment of a research culture and increased number of publications of high international standards.	Inventory of publications from UID research department and other UID staff.	Research director, Research group	March-May	Research director, Rector	
		Research seminars on work in progress, and on academic writing and applications to support publications.	Research director, Research group, all staff, PhD students	ongoing	Research director, Rector	
		Routines for documentation of research meetings	Research director, Research	ongoing	Research director, Rector	



			group			
<b>University cooperation</b>						
Research cooperation with other departments	Strategies for developing research cooperation within UmU	Inventory of possible research partners/departments at UmU	Research director, Research group, Rector	ongoing	Research director, Rector	Ongoing discussions with departments in medicine and culture/media studies.

## 5. Cooperation

<b>Cooperation with design professionals, industry and external partners</b>						
<i>Area of development</i>	<i>Goal</i>	<i>Activity</i>	<i>Resource</i>	<i>Time plan</i>	<i>Responsible</i>	<i>Result/Follow-up</i>
<b>Network</b>						
Through collaboration in our extensive international network of cooperating partners, tutors/teachers and alumni, we establish UID and UmU as a leading actor in design education and research.	UID is an established and well known meeting place for design professionals.	Prototyping the Future-week, for staff, students and as event for design professionals to meet us and each other.	All staff, all students	January	Rector	
		UID Design talks held in relation to degree exhibition, to be marketed to strategic partners and established as an internationally known design event	PDs, Rector, HD, Ställverket,	June	Planning group: Demian H., Monica L, Kristin F (and event coordinator from April)	
		PieP network meeting held at UID	Rector, HD, PD Ind.des. prog.		PD (Monica Lindh)	

		Visit from Rectors from other international Design educations arranged to UID	Rector, HD	March	Rector	
		Designfakulteten <i>internat</i> held at UID	Rector, HD	March	Rector	
		Systematic work with alumni cooperation and contacts with other design schools in order to build our network (staff and students)	MA coordinator, PDs, Ställverket, Rector	ongoing	MA coordinatori	
Development of new areas for cooperation with industry and society	Continued cooperation with established partners, national and international, and development of new areas for cooperation.	Workshops on identifying new areas of possible cooperation, and ways of communicating design research results to a broader audience.	Research director, PDs, Research group, HD	February-December	DHD	