



Umeå Institute of Design - Designhögskolan  
 Established 2015-02-11  
 Appendix to Operational Plan 2014-2015, rev. 2015-02-11  
 Bilaga till Verksamhetsplan 2014-2015, rev. 2015-02-11

## Umeå Institute of Design Action Plan 2015

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

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

<b>Objective / delmål</b>	<b>Activities</b>	<b>Resource</b> (which people/groups/resources need to help out with this at UID/UAC/UmU/externally)	<b>Time plan</b> (when should this be started/done during the year)	<b>Responsible</b> (i.e. the person responsible for starting up/initiating & following up the activity)	<b>Follow-up</b> (how will this be followed up)	<b>Green/Red/Yellow</b> (colour codes for follow-up: green-done, red-not done, yellow-initiated/ongoing )	<b>Comments, goal fulfilment</b> (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		
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		
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		
<b>UmU objective 1.1.1, resource distribution system for promoting ground breaking research</b>	<b>Participate in formulating Faculty criteria for FFT to ensure UID staff can apply</b>	<b>RD, Faculty research committee</b>	<b>Spring</b>	<b>RD</b>			
	All qualified UID staff apply for FFT funding	All UID staff		HD			
	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			

## 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>
<b>UmU 1.2.1, Interactive focus environments &amp; learning environments increase quality in education</b>	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			
	Contract educations for professionals	PDs, LG	ongoing	CC chair			
	Plan and define strategy for how we use and wish to develop teaching premises, labs and studios	PDs, councils, UID labs responsables		HD			
	<b>Funding applications for renewal and updating of UID labs</b>	<b>UID labs responsible &amp; IxD lab responsible, PDs, RD, accountant</b>	<b>February and onwards</b>	<b>HD</b>			
	Inventory of costs for machine repairs	UID labs responsible,, accountant	spring	HD			
	Inventory of machine hour usage	UID labs responsables,,	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>
<b>UmU 1.3.1. Merit system that comprises meritation on scientific, pedagogical and collaboration basis</b>	<b>Industry exchange possibilities for our staff</b>	<b>LG, UID alumni, staff administrator</b>		<b>HD</b>			
<b>UmU 1.3.2. Positions allow for national and international mobility within and outside academia</b>	<b>Definition of systematic strategies for long term relations with our external partners</b>	<b>LG, Collaboration council</b>	<b>spring</b>	<b>CC Chair</b>			
	<b>Identification of key collaboration partners in other leading design</b>	<b>PDs, RD, UID alumni</b>		<b>EC Chair</b>			

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	<b>educations for teaching, research and student exchange</b>						
	Continued strategic collaboration with regional, national and international organisations	CC, LG		Rector, CC chair			
	<b>Seminars with and visits to other departments and research environments within UmU to find collaboration possibilities</b>	<b>LG, RD, EC chair</b>		<b>HD</b>			
	Arts Campus collaboration initiatives	LG, PDs, TA-staff, teachers, PhD students		HD			
<b>UID: Our alumni are highly involved in the UID network, and in providing input and collaboration in UID development</b>	<b>Define strategy and clear routines for alumni networking and information gathering</b>	<b>CC, Comms officer, PDs</b>		<b>CC chair</b>			
	<b>Conduct alumni survey / Questionnaire with relevant questions on UID development issues</b>	CC, LG	<b>Spring</b>	<b>CC chair</b>			
	<b>Gather and analyse alumni positioning and employment information</b>	<b>CC, comms officer</b>	<b>autumn</b>	<b>CC chair</b>			

## 2. Education for boundless knowledge

<b>Objective / delmål</b>	<b>Activities</b>	<b>Resource</b>	<b>Time plan</b>	<b>Responsible</b>	<b>Follow-up</b>	<b>Green/Red/Yellow</b>	<b>Comments, goal fulfilment</b>
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.		
	Strategy for recruitment campaigns for <i>Swedish and Nordic</i> students to BFA	PD BFA, EC, PDs,	April-october	Comms officer			
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		
<b>UID objective: Increased flexibility in UID education</b>	<b>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 for students to make individual choices based on their personal wishes and future societal needs.</b>	<b>PDs, LG</b>	<b>February and onwards</b>	<b>Rector, HD</b>	<b>-Changes made in current programmes and plans for new programmes</b>		
	Plan for development of new courses and programmes	Director SSC, PDs, LG	spring	EC chair	-Number of new courses developed.		
	Plan for development of educational	LG	autumn	EC chair			

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	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.	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.	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.		
Faculty objective 2.11: At least one educational programme develops a formal collaboration with a foreign university.	Courses: We develop internship courses that include the changing roles of the designer in practice	EC, PDs, CC	Spring term	CC chair	-Number of courses and projects held in collaboration with external partner and/or with external teacher/tutor.  -Number of contract educations carried out.		
<b>UID objective: All educations continue to include courses or projects held in collaboration with external partners in industry or society.</b>	<b>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.</b>	<b>PDs, EC, CC, international coordinator</b>		<b>HD</b>	-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		
	Contract education: We provide possibilities for contract educations for professionals.	CC, EC		CC chair			
	Pedagogical seminars on the driving forces in design	PDs, teachers		HD			
<b>UID objective: A</b>	<b>Benchmarking:</b>	<b>LG, PDs</b>	<b>Spring</b>	<b>HD, Rector</b>			

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<b>stronger integration between research and education pushes the disciplinary development of design, and prepares our students for future research activities</b>	<b>Inventory of how other design educations working/developing, specifically in integrating and working across design education and design research.</b>		<b>term, result in autumn</b>				
	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		
	<b>Continuous competence development of all teaching staff: professional skills, research, artistic development work</b>	<b>All staff should be involved in research/artistic development work, as well as pedagogical development work</b>	<b>continuous</b>	<b>HD</b>	<b>Competence development talks &amp; plans</b>		
	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		
<b>Skilled teachers</b>	Pedagogical development courses etc. as part of the competence development plan	All teaching staff	spring	HD	Competence management plan		

### 3. Research that breaks down boundaries

<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>
UID is positioned as a	Increased international and	LG, staff, phd students	continous	Rector, RD	VB		

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strong research environment with internationally leading research in industrial design, and is well known internationally and nationally	national networking and exchange through research collaborations, conferences and visiting researchers						
	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			
<b>UID offers excellent education in design research</b>	Mandatory PhD courses in design being developed	RD, PhD dir.	Spring	PhD dir	New course plans		
	UID offers at least one PhD course each semester	RD, PhD dir.	Continuous	PhD dir			
	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			
	<b>Design research intensive</b>	<b>Research Council, Education Council</b>	<b>autumn</b>	PhD dir.			
	Routines and support for planning and writing research funding applications.	All staff involved in research/artistic development work	spring	RD, Rector	VB		
	<b>Continued contacts with other departments at UmU and other universities in order to investigate possibilities for research collaboration and joint applications</b>	<b>All staff involved in research/artistic development work, UAC, UmU</b>	<b>continuous</b>	<b>Rector, RD</b>	<b>VB</b>		
<b>Increased amounts of external funding, both for basic and applied research.</b>	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			

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	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	continous	RD	Number of publications by UID staff and students		
	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	Continous	HD, RD	VB, Competence development plans		
<b>Faculty financed research time.</b>	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		
	<b>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.</b>	<b>All staff involved in research/artistic development work</b>	<b>Continous</b>	<b>HD, RD</b>	<b>VB, Competence development plans</b>		
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		
<b>UID's research activities and results are visible and accessible.</b>	<b>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</b>	RD, PhD dir., PhD students, staff involved in research/artistic development work	spring	Comms officer			

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	<b>portfolio of past projects is described.</b>						

## 4. The excellent and efficient university

<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>
<b>UmU 4.2 Administrative support at the university gives a good support for leaders on all organisational levels and works in a cohesive system.</b>	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			
	Administrative systems: Admin. Work flow inventory and visualisation of "admin year"		spring	HD			
	<b>Work descriptions for all teaching staff.</b>	<b>Staff administrator, Rector</b>	<b>autumn</b>	<b>HD</b>	<b>Quality assurance system</b>		
	Evaluated and revised structure for organisation and leadership.	LG	autumn	Rector, 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.	All staff	continuous	HD, Rector	Competence development plan		
	Incentives and encouragement for staff to find relevant competence development activities, including artistic development work.			HD, Rector			
	<b>UID has a clear and consistent voice in external communi-</b>	<b>LG, councils</b>		<b>Comms officer</b>			

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	<b>ation: Development of a communication plan for UID.</b>						
	<b>The UID web presence is handled and developed actively, strategically and seriously</b>	<b>LG, councils, students</b>		<b>Comms officer</b>			
	<b>Communication plan and routines for internal/in-house information</b>	<b>LG, councils, students</b>		<b>Comms officer</b>			
	Development of coherent and flexible information material (connecting web material and physical material – brochures etc.)	LG, CC, EC		Comms officer			
	Development of routines for systematic documentation of UID media coverage.	Intern, PDs		Comms officer	Quality assurance system		
	<b>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 <i>plan for work environment</i></b>	<b>EHS group, PDs, comms officer</b>	<b>continuous</b>	<b>HD</b>			
	<b>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 <i>separate plan for Equal access.</i></b>	<b>Equal access group, PDs, comms officer</b>	<b>continuous</b>	<b>HD</b>			
	All activities at UID are based in a sustainability approach, and strive to the least possible negative environmental impact. <i>See plans for work environment and sustainability.</i>	Sustainability group	continuous	HD, Rector			

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