

Strategy 2020-2025

Faculty of Arts, Aarhus University

(Draft, April 2020)

Faculty of Arts

The Faculty of Arts covers a variety of academic disciplines within the humanities in the broadest sense, including theology and education science. It is the largest faculty for research and teaching in its field in Northern Europe. Based on a foundation of research excellence, research integrity and freedom of research, the faculty and its schools, departments, PhD programmes and research centres produce basic research, help to meet societal challenges and offer a broad scope of research-based degree programmes. The faculty seeks to equip its graduates at Bachelor's, Master's, FE's and PhD level with academic expertise, a sound educational background, an interdisciplinary perspective and a reliable and critical sense of judgement. The faculty is committed to engaging with society, sharing research-based knowledge widely, and producing excellent graduates at all levels who are capable of contributing to the good of society.

The Faculty of Arts employs 1,000 full-time members of staff and has around 9,500 BA and MA students and 280 PhD students.

Strategy 2020-2025

The Faculty of Arts developed immensely during the 2013-2020 strategy period, and these achievements will continue to leave their mark on the faculty in the years to come. The current strategy builds on this foundation with a set of selected focus areas, but does not encompass all key activities. The Faculty of Arts wishes to maintain and develop its strength and sustainability with room for original, independent, cross disciplinary and creative research, research-based education, international and external collaborations and good organisational structures providing opportunities for researchers, students and staff. The faculty is determined to take advantage of the opportunities in digital technologies to continue the efforts in research, education and societal engagement. The strategy for 2020-2025 also supports and complements the strategy of Aarhus University during the same period.

The strategy is organised under four main headings: Research, Education, Societal Engagement and Organisation. Please note that strategic actions under the individual headings may be of relevance under more than one heading.

Vision

The faculty's strategy for 2020-2025 is aligned with the vision of Aarhus University's strategy, including the strong overall focus on diversity, equality and sustainability, and the goal of being: "A research-intensive university that aspires to the highest international quality and excels in creating value through knowledge, new insights and collaboration."

Mission

The Faculty of Arts will work to achieve this vision by ensuring four core components: 1) research of the highest international quality; 2) highest quality research-based education for students at all levels; 3) societal engagement and continued collaborations with external partners; and 4) the maintenance and strengthening of an effective and agile organisational structure with equal opportunities for all.

1) Research

Research activities at the faculty expanded and developed markedly during the previous strategy period. Research output rose, along with the number of international collaborations and the ingoing and outgoing mobility of academic staff. Moreover, the faculty no longer depends primarily on national sources of funding, but also attracts support from more international and especially EU funding sources.

The Faculty of Arts continues to build on this foundation of excellent and groundbreaking research. This endeavour requires a solid and integrative research environment with effective structures to ensure the possibility of attracting funding, to stimulate international collaborations, to create inter-disciplinary opportunities and to pursue diverse research topics. In collaboration with the entire staff, the faculty is committed to safeguarding the freedom of research and good scientific practice.

Strategic objectives

The Faculty of Arts aims to

1. Provide framework for groundbreaking research. This entails:

- establishing environments that facilitates and encourages original, creative, interdisciplinary and experimental ideas and collaborations with a view to contributing to basic research and applied science
- creating an effective organisation and providing support which offers room for in-depth research activities
- Ensure access to the latest knowledge and support regarding the use new digital methods that will strengthen research output

2. Focus on talent development and academic integration. This entails:

- maintaining and developing research and teaching environments which attract the most talented early-stage researchers nationally and internationally
- creating close partnerships and collaborative opportunities with external partners for PhD students
- pursuing further opportunities for mobility for PhD students and postdoctoral researchers as well as permanent academic staff, including visiting guest-researcher and arts researcher visiting abroad

3. Support international collaboration and partnerships. This entails:

- enhancing the focus on international collaboration by building on the established research structure at the faculty (research programmes, units and centres)
 - establishing global partnerships to cope with challenges relating to society and sustainability
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2) Education

The Faculty of Arts offers attractive study programmes of a high academic quality in a broad array of subjects. The production of graduates with a deep knowledge base and a strong set of both specific and transferable skills, knowledge and competences is one of the crucial contributions of the faculty to society. Based on the research-intensive competences of the academic staff, the faculty aims to enhance its study programmes further with a particular focus on core subject matter, forms of teaching that are capable of inspiring the students, digital transformation and grand societal challenges. The aim is to enable our graduates to contribute constructively, innovatively and critically to meet the needs of a rapidly changing society.

Strategic objectives

The Faculty of Arts aims to

1. Develop attractive, research-intensive study programmes. This entails:

- offering research-based education which includes student-centred activities
- providing students with opportunities to develop strong, transferable skills
- creating an inspiring study environment based on forms of teaching that encourage student participation from day one

2. Ensure competences of relevance for the labour market. This entails:

- developing the faculty's study programmes with a view to ensuring that digital competences are incorporated broadly
- creating a framework that provides opportunities for students to develop their talents by pursuing extra-curricular activities
- including practice-oriented and entrepreneurial elements of high quality

3. Develop cross-disciplinary elements in its study programmes. This entails:

- providing opportunities for students to take courses addressing democracy and sustainability in the broadest sense
 - providing opportunities for students to gain international experience – both at home and abroad
 - exploring opportunities for students to include cross-disciplinary courses in their study programmes
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3) Societal Engagement

In recent years, the faculty has taken steps to enhance the opportunities it offers for societal engagement through stronger collaborations and partnerships with stakeholders. Several major research grants in recent years have involved partnerships with companies, ministries, cities, university colleges, foundations and the cultural sector, including libraries, museums and artists. These collaborations provide experience and help to build a foundation for staff and students, which is based on knowledge and practice. The faculty needs to take further steps to share knowledge and insights, thereby strengthening the impact of our research-based knowledge on society.

The academic staff at the Faculty of Arts have a deep understanding of human interaction, and social and cultural contexts. Therefore, staff are encouraged to collaborate with society to stimulate positive societal developments at both national and international level. Building on this foundation and knowledge, academic staff are expected to share research results broadly and contribute concrete, research-based interventions in public debates.

Strategic objectives

The Faculty of Arts aims to

1. Collaborate and create partnerships with external partners and contribute to the development of society. This entails:

- developing formats and incentive structures which encourage mutually beneficial external collaborations
- improving the strategic aspect of research communication and the faculty's contribution to debates with the general public
- enhancing the support for and focus on researchers and students who collaborate with external organisations and business partners

2. Ensure contact with society. This entails:

- strengthening the dialogue with stakeholders about educational profiles and research-based interventions
- developing and exploring opportunities for entrepreneurship and innovation for the benefit of staff, students, employers and society
- collaborating strongly with the Danish education sector to contribute to a coherent national education system

4) Organisation

The faculty relies on a smooth organisational structure and a sound financial foundation. We must strive to offer an attractive work environment with transparent career paths, diversity and equal opportunities for all.

Strategic objectives

The Faculty of Arts aims to

1. Strive to create a sustainable organisation with an inspiring work environment. This entails:

- focusing on creating attractive physical working environments at all campuses
- emphasising the importance of sustainable organisational and physical solutions
- strengthening a dialogue-based management structure
- supporting dialogue, communication and collaboration in all areas of the organisation

2. Increase the focus on diversity. This entails:

- increasing efforts to create equal opportunities for all in recruitment processes, career development and other areas
- ensuring diversity and equality within all areas of the faculty
- emphasising the importance of providing mobility at all levels and attracting the most talented national and international staff

3. Create space for career development. This entails:

- providing opportunities that allow both administrative and academic staff to develop their competences on an ongoing basis
- developing transparent and attractive career paths at all levels
- providing career counselling and guidance for early-stage researchers