Basis for discussing the revision of the Goals and Strategies document of the Department

The Board of the Department of Information Technology has decided that the departmental Goals and Strategies document is to be revised and that a procedure for doing so is to be put in place during autumn term 2015 (ref. no. IT 2015/6). The decision by the board describes the procedure as follows:

- **Formulation of the basis for discussions.** The starting point is the information produced and the priorities clarified during spring in the Goals and Strategies documents of the university and faculty. From these, a tentative Goals and Strategies document will be formulated for the department.

- **Discussions at division level.** The tentative document will be used as the basis for discussions within departmental divisions or the equivalent. The head of each division or equivalent is to produce a summary document of the points of view arising from these discussions.

- **Formulation of a proposal for a departmental document.** The collected points of view will be processed and the draft proposal will be discussed at the Departmental Board meeting on 26 November 2015.

In keeping with the above, the management group has produced a basis for discussion as a first step in the revision process. We have chosen not to formulate this as a tentative new goal and strategy document. Instead, the points set out below comprise suggestions for i) the layout of the revised goals and strategies document, ii) a procedure for the day-to-day work on goals and strategies and iii) the contents of the proposed section headed “Ambition” in the department’s revised goals and strategy document.

The following separate documents are also included:

- The department’s existing goals and strategies document from 2004 (http://www.it.uu.se/internt/mal_strategier.pdf)

- The university’s new goals and strategies document from 2014 (https://www.uu.se/om-uu/mal-strategier-planer/)

- The faculty’s new goals and strategies document from 2015 (LÄNK)
Proposal for the layout of the Goals and Strategies document

The management group proposes that the goals and Strategies document be divided into the following sections:

- **Ambition.** Description of some features of how the department wants to be perceived. We have already achieved some of our intentions while others need further work. A draft of the ‘Ambition’ section is at the end of this document.

- **Current situation report.** Description of the current situation as compared to ambitions. The aim is to identify what we consider we have already achieved and where there are gaps.

- **Goals and strategies for the next three years.** Formulation of aims to help us come closer to fulfilling our ambitions. The starting point is the gaps identified in the current situation report. The three-year aims are to reduce or eliminate a reasonable portion of these gaps. The three-year aims are to be formulated so that they may be followed up. For every aim, a strategy is to be devised for achieving it.

- **Plan of action for the next three years.** Formulation of actions to be taken to achieve our aims for the period. The actions are to be spread out over the period so that the finished plan of action can be divided into three one-year action programmes.

Proposed intervals for Goals and Strategies work

- Revision of the Goals and Strategies document: Every three years
- Plan of Action follow-up: Every year
- Adoption of a new Action Programme (based upon the plan of action possibly revised in accordance with the current action programme): Every year.

Decisions on the Aims and Strategies document and Action Programme are taken by the Board. _Further details need to be added here, who is responsible for drafting them and how_.

Draft of the ”Ambition” section of the Department’s new Goals and Strategies document

Using research, education and collaboration, the ambition of the department is to participate in fulfilling the aims of Uppsala University. These are:

- with regard to being world-leaders in research:
  - *UI:* The University is to strengthen its position as a leading international research University.
• U2: The University is to attract the best qualified researchers and teachers from all over the world.

• with regard to first-class education:
  o U3: Courses are to be of the highest possible national and international quality and every student should have the opportunity to gain first-class subject knowledge and general skills.
  o U4: Every student should have the opportunity to apply critical thinking, scientific approaches and basic ethical principles.
  o U5: Courses at second cycle level are to be a well-known and attractive choice for the most motivated and best qualified students from around the world and the proportion of students at second cycle level is to increase.
  o U6: Courses at third cycle level should be of the highest national and international quality and are to be a well-known and attractive choice for the most motivated and best qualified students from around the world.

• with regard to excellence and usefulness to the community:
  o U7: A constant striving for the highest national and international quality is to pervade everything we do.
  o U8: The entire university is to be an organisation based on collegiality and every person involved should commit to this.
  o U9: Collaboration with the private, public and voluntary sectors to involve every part of the university and to engage all parts of the University and contribute both to society and to the University's vitality.
  o U10: Support functions and infrastructure should be in accordance with both the needs of each activity and external requirements.

In order to fulfil these aims, the department must also have the ambition of being a creative environment and an attractive workplace. This may be achieved through:
• A good physical work environment.
• A good psycho-social work environment.
• Professional-conduct. This is the key component of a good psycho-social work environment. It means that every student and employee is to be in a respectful, business-like and equal manner while carrying out their activities regardless of their gender, ethnicity, religion or other belief system, sexual preference, functional impairment or age.