

STRATEGY 2018-2025

THE FACULTY OF HUMANITIES

Norwegian University of Science and Technology – NTNU

Approved by the Faculty Board 19 April 2018



Guide to readers

For each area of the strategy, we describe the preferred state for the Faculty of Humanities at the end of the strategy period in 2025. In addition, each area has development goals of particular importance for the Faculty during the strategy period.

The strategy and the development goals of the Faculty of Humanities will help to realize the ambitions of NTNU's strategy "Knowledge for a better world" as summarized in the main objectives for NTNU in 2025.

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VISION

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SOCIAL MISSION

01



OUR VISION: KNOWLEDGE FOR A BETTER WORLD

The vision of the Faculty of Humanities is “Knowledge for a Better World”. We work to achieve this by developing knowledge about humanity and culture for a changing world. To solve the challenges that the world is facing and to create a sustainable society, we need knowledge about how culture and history shape our understanding and our choices. Such insight is vital in a society characterized by constant change. Our particular strength lies in understanding the relationships between humans, culture, society, nature and technology.

OUR VALUES

NTNU's values – to be creative, critical, constructive and respectful – serve as a guide for staff and students at the Faculty of Humanities.

■	CREATIVE	<p>The principle of academic freedom forms the basis for the academic activities at the Faculty of Humanities. Academic freedom is a prerequisite for good research, critical public debate and trust in research-based knowledge. On this basis, we take on challenging questions and tasks, and seek new solutions with a background in our academic breadth. We value and encourage innovative teaching, research, artistic activities, dissemination and outreach.</p>
■	CRITICAL	<p>Our disciplines are independent voices that critically challenge established ideas in society. Criticism of sources and the capacity for reflection based on values are especially important at a time when information is shared on an enormous scale and at high speed, with ethical boundaries under constant challenge.</p>
■	CONSTRUCTIVE	<p>We are solution-oriented and develop new knowledge to promote a sustainable society. We achieve this across disciplines and professions, and in dialogue and cooperation with relevant actors in society.</p>
■	RESPECTFUL	<p>NTNU's values create a commitment both internally and in our activities directed at the outside world. Employees and students have a responsibility to contribute to a work and study environment characterized by respect and consideration. The Faculty of Humanities facilitates personal growth and development of skills. We contribute to diversity and gender equality in society and in our own activities. We promote an inclusive work and learning environment.</p>

OUR **SOCIAL MISSION**



Our disciplines represent fundamental values and knowledge in society: They provide insight into human phenomena such as thinking, culture, language, religion, art, ethics and politics. In addition to its intrinsic value, this knowledge helps to place phenomena and events in a broader context. Research at the Faculty makes diagnoses of society and elaborates on the major issues regarding society's direction, the value of life, and the essence of being human. The Faculty therefore has a particular responsibility to educate students with skills in critical reflection based on values and an understanding of the significance of history for our lives. These are necessary pillars in a democracy and for the development of society.

Our graduates fill a wide range of roles in society in both the private and the public sector, particularly in those areas where humanistic skills are especially in demand: education, public administration, arts and culture, and the media.

The Faculty of Humanities nurtures, disseminates and renews artistic and practical-aesthetic expertise in education, research and experimental development at NTNU, and in society as a whole.

Our disciplines are an important part of NTNU as a multidisciplinary university and for realizing the vision of knowledge for a better world. The disciplines provide a broad understanding of the cultural dimensions in societal development and offer insight into the management of our cultural heritage. The academic environments contribute the knowledge needed to solve society's major challenges and to realize the UN's Sustainable Development Goals.

We will fulfil our social mission in these ways:

- we will develop the best environments in education, research and the arts, honing their strengths and paving the way for all our departments to have academic environments at a high international level in 2025
- more of the Faculty's academic communities will participate actively and contribute to policy both for NTNU's interdisciplinary and strategic thematic areas, and for research programmes in the Research Council of Norway and the EU
- we will participate actively in public debate and we will help to maintain and develop the democratic principles and values on which our society is based

CORE TASKS

EDUCATION AND LEARNING ENVIRONMENT

RESEARCH

ARTISTIC ACTIVITIES

INNOVATION

DISSEMINATION AND OUTREACH

02



EDUCATION AND LEARNING ENVIRONMENT



STRATEGIC DEVELOPMENT GOALS

The Faculty of Humanities will:

Offer innovative and exploratory teaching, provided by educators who are key contributors in NTNU's work on learning and education quality

Clearly present the profile of our study programmes, coordinate our portfolio of programmes and work together on study programmes where this is relevant

Strengthen our five-year master's programmes in teacher education (lektorutdanning), and work together with teacher education for primary and lower secondary school teachers on discipline-based contributions to these programmes

The education offered at the Faculty of Humanities is research-based and of a high standard, supported by quality assurance at all levels. The academic portfolio is based on solid disciplines and highlights the Faculty's close cooperation with the working world and society. Students are highly satisfied with our programmes of study and dropout rates are low. Our graduates are sought after in the workplace.

The Faculty offers the Examen Philosophicum to all NTNU students. We provide continuing and further education that is sought after by both the public sector and the business community. The Faculty is aware that the groups for whom our programmes are intended have different needs, and our academic portfolio therefore includes part-time study and experience-based education in addition to full-time study.

The Faculty has innovative learning environments with varied and customized teaching and learning methods, and we believe that the best learning process takes place when students experience close ties with their academic community. New technology and digitalization play an important role in teaching, and they are used by expert educators to provide students with the best possible foundation for gaining knowledge and developing skills. Students have an independent responsibility for their own learning.

Our teaching staff carry out their social mission with dedication and engagement, and they continuously develop their expertise in their field. They work in close cooperation with colleagues from other academic groups at NTNU, in Norway and internationally.

RESEARCH



STRATEGIC DEVELOPMENT GOALS

The Faculty of Humanities will:

Develop more research groups that are nationally and internationally outstanding

Develop Norway's best environment for challenge-driven and action-oriented research in the humanities

Our research poses new questions and generates knowledge that addresses key societal challenges locally, nationally and internationally. The Faculty has strong research groups and individual researchers with international networks.

Basic research, interdisciplinary research and action-oriented research strengthen each other, and form the basis for teaching and for cooperation with external parties, society, business and the working world.

All staff members in doctoral positions publish articles and books of high quality in academically relevant channels. Our research is read and cited.

The Faculty offers attractive doctoral education at international level, where candidates complete their studies within the nominal period.

Our scope for academic initiative is extended through external funding, which is also an indicator of quality in research. Most academic employees lead or participate actively in externally funded research projects. Master's degree students are also involved in such projects.

ARTISTIC ACTIVITIES



STRATEGIC DEVELOPMENT GOALS

The Faculty of Humanities will:

Develop and showcase art of high quality with international relevance

Further develop the interaction between art, the humanities, technology and science

Develop our PhD education in art

The artistic disciplines are based on aesthetic reflection and relevant research at a high level. The Faculty of Humanities develops art both as a unique and independent form of interaction and as a powerful force in human life and society. We develop and study the relationship between art and society, and further develop the interaction between art, technology and science.

The Faculty places art in an interdisciplinary, societal and international context. In addition, it develops the critical and constructive role of art and the artistic disciplines for the individual, the public and schools.

The extent of practice, performance and publication of artistic work in recognized arenas is increasing, with a growing proportion of art of proven international quality.

INNOVATION



Photo: sylvig.no

STRATEGIC DEVELOPMENT GOALS

The Faculty of Humanities will:

Include social and cultural entrepreneurship and innovation in our programmes of study and our research where it is relevant

Strengthen our cooperation with the business community, the cultural sector and public-sector organizations

Humanistic innovation contributes to positive changes and provides benefits to the economy, society, culture, public services, well-being, environment and quality of life outside the academic world.

The education, research and artistic activities at our Faculty give us a solid basis for meeting societal challenges. Interdisciplinarity is a prerequisite for success. Our knowledge about humanity, its values and its ways of thinking forms the foundation for our approach to innovation.

■ DISSEMINATION AND OUTREACH



Photo: Thor Nielsen

STRATEGIC DEVELOPMENT GOALS

The Faculty of Humanities will:

Ensure that research and research results benefit society through targeted dissemination and outreach through open access and digital channels in the public domain

Be a clear policy contributor in public debate and societal development

Increase the visibility of the quality and relevance of the education that the Faculty offers

Dissemination and outreach are core tasks for the university. At the Faculty of Humanities, knowledge is communicated through education, dissemination of research results to the public, performance and presentation of works, participation in development and innovation processes, participation in councils and committees, and contributions to political decision-making processes.

The results of our research and our development work are communicated both among peers and to the public, and the scope of scientific and user-centred dissemination is increasing. Results of our academic activities are disseminated in ways that provide insight and spark debate, and a range of our experts convey the perspectives of the humanities in national boards, councils and committees. Our PhD candidates, postdocs and new employees in academic positions have skills in research dissemination.

**CROSS-CUTTING
PRIORITY AREAS**

INTERNATIONALIZATION
INTERDISCIPLINARY COLLABORATION
ORGANIZATION AND RESOURCES

03



INTERNATIONALIZATION

The Faculty is part of the global knowledge society and gives priority to participation in international arenas and international networks. International collaboration helps to strengthen the quality of our research and education.

The Faculty paves the way for visits abroad for employees, and for visiting scholars who wish to visit us.

Students are encouraged to participate in international exchange programmes abroad during their studies, and all study programmes provide opportunities for this. The Faculty also offers international programmes of study.

The Faculty will help to realize the UN's Sustainable Development Goals in line with the expertise of our academic communities in the relevant areas.

The Faculty has a special responsibility for the development and preservation of Norwegian as a language for academic and scientific purposes.

STRATEGIC DEVELOPMENT GOALS

The Faculty of Humanities will:

Increase international mobility

Ensure that programmes of study reflect international trends in their disciplines and in educational practice

Win international competitions in research, education and innovation.

INTERDISCIPLINARY COLLABORATION

The major societal challenges that we face require interdisciplinary approaches. Our expertise in the humanities makes our academic environments natural participants in interdisciplinary projects both at NTNU and nationally.

Interdisciplinary coordination and cooperation requires solid disciplinary knowledge. On this basis, the Faculty creates a platform for cooperation both internally at the Faculty and at NTNU. Interdisciplinarity at NTNU includes both research projects and study programmes. It is based on cooperation and a culture of sharing across units.

We lead important interdisciplinary projects and contribute our expertise in initiatives to solve major tasks in society and to follow up the UN's Sustainable Development Goals.

NTNU's focus on interdisciplinarity gives our Faculty a unique profile among faculties of humanities in Norway.

STRATEGIC DEVELOPMENT GOALS

The Faculty of Humanities will:

Launch and participate in local, regional, national and international interdisciplinary initiatives and action-oriented programmes

Contribute with the perspectives of the humanities in educational activities at NTNU



ORGANIZATION AND RESOURCES

The Faculty's most important resource is the people who work and study here. The Faculty has a culture characterized by cooperation, collegial participation and open dialogue-based communication. We have a good working relationship with student government and the unions, and employees and students are involved in decision-making processes.

The work environment at the Faculty promotes health and a culture of inclusiveness, and we take customized initiatives to ensure ongoing development of the environment.

The Faculty has a management team that sets goals and makes strategic choices. We have clear leadership of education and research in the departments. There is a short distance between management and employees at all levels. We focus on and take steps to achieve gender balance.

Employees are open to changes in priorities and organizational structure, and they take the initiative in academic and administrative contexts.

The Faculty has a competent and flexible administration that helps it achieve its overall goals in education, research, dissemination, outreach and artistic activities.

The Faculty has good and effective recruitment procedures and focuses on career development.

The Faculty has good governance that ensures adequate freedom of action for strategic priorities and necessary renewal.

STRATEGIC DEVELOPMENT GOALS

The Faculty of Humanities will:

Ensure that Faculty is an attractive workplace with academic challenges in a safe work environment for staff and students

Ensure and require participation and transparency in processes with respect for the individual's rights

FROM VISION TO REALITY

2018–2025

Through this strategy, the Faculty will follow up NTNU's strategy Knowledge for a Better World. We will give concrete form to the strategy through short-term objectives, key priorities and plans that are updated every year. In some areas of activity, we will decide on our own action plans. Resources are allocated based on the Faculty's model for further distribution (VFM), and we will carry out an annual assessment of the scope and allocation of strategic funds to be used to realize the strategy.

In addition to the Faculty's strategy, long-term work is also being carried out at the departmental level, where specific strategic and action plans are developed in consultation with the staff.