



---

# Action Plan 2020

Faculty of Social Sciences

November 2019

## Introduction

As per the revised target plan, the Faculty of Social Sciences (SOCIAL SCIENCE) has **four strategic focus areas** in the period leading up to 2023:



**SAMF Digital (SOCIAL SCIENCE Digital):** Strengthening and developing the interdisciplinary research and teaching environment within social data science (SODAS), setting up programmes in Social Data Science and Computer Science-Economics, and digitising degree programmes (as part of the digitisation strategy for all programmes).



**SAMF Public (SOCIAL SCIENCE Public):** Strengthen the faculty's impact work by engaging staff and stakeholders in specific collaborative relationships to solve societal problems and establish an interdisciplinary Centre of Public Policy



**SAMF Læring (SOCIAL SCIENCE Learning):** Reform of programme management and study administration services, emphasis on interdisciplinary patterns of study and the development of continuing and professional education.



**SAMF Klima (SOCIAL SCIENCE Climate):** Developing climate courses with a focus on interdisciplinary competencies aimed at solving specific societal problems within the areas of the climate and sustainability, including continuing and professional education, the promotion of a green study environment and the development of the faculty's sustainability profile.

As mentioned in the target plan, these four interdisciplinary objectives will be based on excellent research, education and communication at local level, and will be supported and complemented at faculty level by the department-level objectives described in the departments' plans. The focus in the target plan – and therefore the action plan – is therefore on new initiatives at faculty level.

While work on a number of the targets will commence in 2020, work on other targets may only begin in earnest in subsequent years. Based on the overall targets for the strategy period, the following lists the sub-targets and resulting activities that will be in focus in 2020.

## 1. Research. Attracting, developing and retaining academic talent

Targets for strategy period	Sub-targets for strategy period	Descriptions of planned activities in 2020	Responsibility
<b>1.1. Consolidating SOCIAL SCIENCE's positions of strength, including world-leading research environments</b>			
	Implementing the tenure-track model for assistant professors	Completion of supplementary documents at faculty level – <i>Pending confirmation from Shared HR in relation to any adjustments</i> – and continued employment as per the tenure track model	D HoD
<b>1.2. Realising the potential of social data science</b>	Implementing the UCPH model for promotion from associate professor to professor	Continued participation in the work of the UCPH committees, and implementing the model locally once it is available	AD+ D/HoD

Targets for strategy period	Sub-targets for strategy period	Descriptions of planned activities in 2020	Responsibility
	Consolidating SODAS as an independent, sustainable and development-oriented organisation	Based on the working group's proposal for the position of SODAS in the new budget model, etc., decisions regarding future frameworks for SODAS' finances and organisation will be made before 1 February	D
	Landing a number of major grants for research and education in the digital field	SODAS and affiliated researchers to attract external funding amounting to DKK 20 million in 2020	D, HoD
<b>1.3. Ensuring a healthy environment for talent development, e.g. by landing more external funding</b>			
	Regularly updating departmental strategies for external funding, involving the specific prioritisation of initiatives, in order to meet more of the actual costs of research and its infrastructure and to provide better administrative support for researchers	The annual funding discussion in the Faculty Management Team will result in specific proposals for new priority areas Work will continue on securing funding that better meets the actual costs of research in connection with projects	D FD

Targets for strategy period	Sub-targets for strategy period	Descriptions of planned activities in 2020	Responsibility
	Seeking more funding from the EUs upcoming framework programme Horizon Europe to facilitate the recruitment of researchers from leading (non-Danish) research institutions. The EU's "excellence" (ERC Grants and Marie Curie fellowships) and "societal challenges" pillars are both relevant in this context.	The annual funding discussion in the Faculty Management Team results in concrete proposals for new priority areas within the EU framework programme  SOCIAL SCIENCE to attract EU funding amounting to DKK 30 million in 2020	D  D, HoD

## 2. Education. Closer links to research and practice

Targets for strategy period	Sub-targets for strategy period	Descriptions of planned activities in 2020	Responsibility
<b>2.1. Using <i>state-of-the-art</i> digital teaching methods</b>			
	The development of digital teaching methods and digital skills for all students	Based on the departmental digitisation strategies for all degree programmes, consideration will be given to interdisciplinary initiatives	AD

Targets for strategy period	Sub-targets for strategy period	Descriptions of planned activities in 2020	Responsibility
	The incorporation of digitisation competences into all degree programmes, through elective courses, specialisations and support for extra-curricular activities	Part of item listed above	AD
	Enhancing lecturers' skills in various forms of digital teaching, and sharing best practices	The Teaching and Learning Unit (PCS) will draw up a draft target an action plan for the use of digital teaching methods, which will inform decisions taken at an extended management meeting in spring 2020 Work on specific initiatives in the departments, in collaboration with PCS and/or Centre for Online and Blended Learning (COBL)	AD  HoD/HoS
	Investing in infrastructure that will make forms of digital teaching possible.	Based on the above strategies and action plans, an assessment will be made of the overall need for any new investments in digital infrastructure	
<b>2.2. Maintaining an innovative and inspiring research-based learning environment with close links to practice</b>			

Targets for strategy period	Sub-targets for strategy period	Descriptions of planned activities in 2020	Responsibility
	Strengthening the research base via appointments of academic staff	The departments implement the planned appointments agreed with the Dean in connection with strategic priorities	HoD/D
	Feedback and informal contact between students and researchers	The initiatives described in previous action plan reports will be continued and further developed. For example, Sociology will implement forms of exam that build on the fact that peer feedback is integrated in the teaching throughout the semester, while Political Science and Economics will implement earmarking feedback hours for all lecturers as part of the reform of the norm system	AD/HoS
	Establishing a student Inno-Lab in connection with the digitisation and data-science theme	<ul style="list-style-type: none"> <li>–A completed course in innovation and design will be evaluated in relation to its initial concept</li> <li>–The Steering Group will present the target and action plan for the Inno-Lab during the rest of the strategy period before 1 March. This must include proposed links with companies (in relation to teaching and funding).</li> </ul>	AD

Targets for strategy period	Sub-targets for strategy period	Descriptions of planned activities in 2020	Responsibility
<b>2.3. Providing all students with global insight and a global outlook</b>	Enhancing external contacts in the business community, with a view to improving job and career opportunities.	Local initiatives described in previous action plan reports will be continued and further developed. For example, Sociology will continue to incorporate a “practical element” into all courses, e.g. inviting practising sociologists as guest lecturers. Anthropology will continue to work on the development of an academic internship.	AD/HoS
	Ensuring options for English-language degree programmes for full-degree students	Working toward accreditations in 2020 that take into account employment opportunities	AD/D
	Recruiting the most talented and committed students from Denmark and abroad	In 2020, the target is expected to be reached partly via a large intake on the new MA in Social Data Science	AD/D/HoS
	Helping international students prepare for life in the Danish labour market	Includes, among other things the above-mentioned work with English-language study programmes	AD/D/HoS



Targets for strategy period	Sub-targets for strategy period	Descriptions of planned activities in 2020	Responsibility
<b>2.4. Ensuring pluralism, interdisciplinarity and co-operation in teaching</b>	Establishing partnerships with leading universities abroad.	Consider taking part in the new EU4+ co-operation. While all four selected <i>flagship programmes</i> could potentially be of interest to SOCIAL SCIENCE, the focus is on no. 2: <i>Europe in a Changing World</i>	AD/D
	Ensuring that students have opportunities to take courses on all study programmes at the faculty and securing the budget for this	The new faculty budget model will include incentives to provide interdisciplinary courses and remove barriers	D/HoD
	Offering a number of interdisciplinary SOCIAL SCIENCE-based courses for all students at UCPH	The possibilities will be explored, starting with an interdisciplinary climate course.	AD/HoS

Targets for strategy period	Sub-targets for strategy period	Descriptions of planned activities in 2020	Responsibility
	Offering specialisations across the existing programmes, as well as a range of interdisciplinary courses that draw on all relevant research environments at SOCIAL SCIENCE and utilise the co-operation with other academic environments and stakeholders, e.g. in the areas of climate, security and labour-market policy.	In 2020, in addition to a focus on climate and sustainability – see also item 3.3 – an interdisciplinary course will be developed in which SOCIAL SCIENCE students will demonstrate how social science transcends the disciplines and contributes to an understanding of and solutions to future societal challenges (“Case Challenge”, seminar (7.5 ECTS), and presentation of the case studies at the ‘Folkemøde’ 2021).	AD/HoS
<b>2.5 Offering high-level continuing and further education</b>			
	Establishing a continuing and professional education unit at faculty level	Work on the unit has started. Based on an action plan, it will develop a range of specific FE options during 2020 in collaboration with the departments and their researchers.	AD
<b>2.6 Providing a supportive study environment</b>			

Targets for strategy period	Sub-targets for strategy period	Descriptions of planned activities in 2020	Responsibility
	Involve student groups in the implementation of the faculty's strategy, as well as the development of the campus and the subjects.	Continuing to develop participatory partnerships related to climate activities, the establishment of the Inno-Lab, classroom design, etc. Also, regular discussion in the Dialogue Forum.	AD

<p><b>2.7 Reorganising programme management and study administration services</b></p>			
	<p>Reforming programme management with a view toward reducing the workload for heads of studies and making the post more attractive</p> <hr/> <p>Reform of the programme administration, in order to:</p> <ul style="list-style-type: none"> <li>• Ensuring robustness and development opportunities for study administration staff</li> <li>• Consolidating strategically important tasks with more specialised units or work functions</li> <li>• Ensuring a coherent approach to solving increasingly complex problems</li> <li>• Developing interdisciplinary educational initiatives.</li> </ul>	<p>Work on the reorganisation of programme management and study administration services at faculty level, as per the established process and timetable. The process will lead to the adoption of a new model for programme management and study administration services, beginning in spring 2020</p>	<p>AD/D/FD/HoD</p>

### 3. Collaboration and societal commitment – national and global

Targets for strategy period	Sub-targets for strategy period	Descriptions of planned activities in 2020	Responsibility
<b>3.1. Making a difference to society, e.g. via impact initiatives</b>	Setting up two–three positions at faculty level to focus on impact and relations with foundations, etc.	The Dean’s Office Impact Team will be up and running at the start of 2020. An impact strategy will be presented to the Faculty Management Tea, before the summer holidays of 2020.	D
<b>3.2. Establishing a Centre of Public Policy</b>	During 2019–2020, a working group will draw up the framework for the centre, which is expected to start work in 2021.	A Working Group comprising members of SOCIAL SCIENCE and other “dry” faculties will present concrete proposals to the steering group no later than 1 May Work to establish the centre will commence immediately thereafter.	D
<b>3.3. Making an active contribution to climate issues</b>			

Targets for strategy period	Sub-targets for strategy period	Descriptions of planned activities in 2020	Responsibility
	<p>Setting up a climate and sustainability committee comprising faculty management, academic staff, technical and administrative staff, student groups and operational staff, in order to collect, develop and implement initiatives in this area. The committee will, among other things, support student events, discuss transport policy for students and researchers, the green campus, the canteen, etc. The committee will also award an annual “Green Innovation Prize” on Campus Day.</p>	<p>The Committee will submit an activity plan for 2020 and 2021 by 1 February.</p> <p>The Committee will also award a “Green Innovation Prize” on Campus Day.</p>	<p>AD</p> <p>AD</p>
	<p>The faculty will set up and develop a website and ongoing e-communication that describes and profiles its teaching and research in climate and sustainability issues.</p>	<p>The website will be completed in spring 2020</p>	<p>AD</p>
	<p>The faculty will develop and offer interdisciplinary courses, as well as continuing and professional education, preferably in collaboration with other faculties working in the climate and sustainability field.</p>	<p>Courses with a focus on climate and sustainability will be marketed together</p>	<p>AD</p>

#### 4. A unified and focused university: Organisation, employees and physical environment

Targets for strategy period	Sub-targets for strategy period	Descriptions of planned activities in 2020	Responsibility
<b>4.1. Providing a great working environment for all employees</b>			
	As a follow-up to WPA 2019, and under the auspices of the co-operation committees, identifying three joint initiatives to improve the working environment.	Winter/spring: The three focus areas will be described, and an action plan (complete with timetable) drawn up. Initiatives for 2020 will be implemented at both faculty and department level.	D/HoD
	Promote increased parallel language use, e.g. by ensuring that administrative staff possess good English-language skills and that international academic staff have good Danish-language skills	English courses for international academic staff will continue Local support will be provided in order to maintain and develop the Danish-language skills of international staff The Administrator's Forum will discuss the need for any further initiatives in relation to the English language skills of TAP-employees	HoD/F  HoD/DA  FD

Targets for strategy period	Sub-targets for strategy period	Descriptions of planned activities in 2020	Responsibility
<b>4.2. Optimise the frameworks for decision-making at the faculty in order to support the strategic priorities</b>	Draw up best practice for career paths for academic staff in fixed-term appointments, including postdocs and PhD students	This work is linked to the UCPH 2023 initiative on career development for young researchers, including the survey of UCPH postdocs, with a focus on career paths and the establishment of an interdisciplinary network for employees at UCPH that supports younger researchers' career paths. <a href="#">(LINK)</a>	D/AD
	Focusing on equality and diversity, including work to address recruitment problems	Identifying the need to develop competences among SOCIAL SCIENCE managers, including initiatives for the L80 group	D/FD
	Developing a budget model at faculty level	The budget for 2021 will be drawn up according to the new budget model	D/FD
	Developing a new structure for the Faculty Management Team meetings and implementing decisions	The meetings in 2020 will follow the new model, which was "tested" in autumn 2019	D



Abbreviations:

D: Dean

AD: Associate Dean

FD: Faculty Director

HoD: Head of Department

HoS: Head of Studies

DA: Department Administrator