



Strategy 2018-2021

Department of Psychology

University of Copenhagen

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Foreword

This strategy for the Department of Psychology spans the years 2018-2021. In this period, we aim to strengthen the department in relation to four strategic focus areas: education, work environment, research, and outreach.

Specifically, we will strengthen our education so that it meets the international standards of state of the art psychology educations; secure a good work environment with a strong focus on leadership; continue to establish our position as one of the 2-3 leading research departments of psychology in Scandinavia; and strengthen our impact in the Danish society thus promoting psychological health and wellbeing.

Søren Kyllingsbæk
Head of Department

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MISSION

The core purposes of the Department of Psychology are to produce original psychological knowledge and to educate highly qualified psychologists and PhDs in psychology. In addition, the department aims to disseminate psychological knowledge to society in general and to collaborate with relevant external partners in both the private and the public sectors.

VISION

Research at the Department of Psychology is of high international and ethical standards and is characterized by a fundamental curiosity to shed light on various phenomena from a psychological perspective. Further, the research takes advantage of a strong synergistic interaction between basic and applied psychological research and knowledge, as well as of interdisciplinary approaches.

Education at the Department of Psychology is directed towards the psychological profession and is characterized by a high level with respect to theoretical, methodological, and applied contents. Teaching is also oriented towards other scientific disciplines and the department takes part in several interdisciplinary academic programs.

The Department of Psychology is internationally oriented and is characterized by strong and elaborate collaborations with other internationally leading researchers as well as by working in close partnerships with public and private institutions and organizations in Denmark and abroad.

The Department of Psychology is a key player in increasing psychological well-being, health, and coherence in Danish society, as well as in the dissemination and discussion of scientific psychological knowledge in the general public.

The Department of Psychology is characterized by high job satisfaction and a good work environment among both administrative and scientific staff.

STRATEGIC FOCUS AREAS

1. Education: Cohesive, Relevant, and International

Our education shall provide our students with the best possible preparation for a psychological profession and is provided by highly qualified active researchers and practicing professionals. Our education covers internationally recognized research-based topics and approaches.

Aims (in prioritized order)

1. A revision of our Bachelor's study program, building closely on the knowledge and strengths of the scientific staff in the department.
2. A psychological education centered on state-of-the-art theoretical and empirical knowledge. Students should be strong in a broad variety of psychological methods including digital methods.
3. Recruitment of excellent scientific staff with first-rate teaching abilities.
4. Improvement of the overall integration and progression of the education including coordination with professional training programs at the postgraduate levels.
5. Development and participation in interdisciplinary teaching programs with the other departments at SAMF¹ as well as with the departments of the other faculties at the University of Copenhagen.

¹ In the text, the following abbreviations are used for the Faculties of Humanities (HUM), Social Sciences (SAMF), Health and Medical Sciences (SUND), and Science (SCIENCE).

2. Work Environment: Collaboration, Balance, and Supportive Leadership

We strive to have a good collaborative work environment including a supportive leadership. We will achieve this through a dialogue-based, transparent, and assertive leadership, with active and constructive participation of the employees.

Aims (in prioritized order)

1. Improvement of the balance between resources and demands through realistic assessments at the individual, group, and department levels.
2. A transparent and dialogue-based leadership including clear communication of strategic decisions.
3. Effective stress prevention and intervention including conflict resolution.
4. Work organization that promotes good collaboration between administrative and scientific staff.
5. Continued focus on leadership training including research leaders.

3. Research: Focus, Interdisciplinarity, and Talent Development

As documented in the last research evaluation in 2016, the department has succeeded in improving the level of research markedly in recent years. We aim to continue this trend towards a strong research profile in terms of international recognition and interdisciplinary collaborations. We also wish to make our research more visible in research-based teaching.

Aims (in prioritized order)

1. The research of the department will be organized in five main areas: Cognitive and Neuropsychology; Clinical and Health Psychology; Work, Organizational, and Social Psychology; Psychology of the Humanities; and Personality and Educational Psychology. Developmental Psychology is covered jointly across several of these areas. The five areas, as well as Developmental Psychology, mark the long-term priorities of the research at the department.
2. Recruitment of excellent researchers with a focus on high publication quality and productivity.
3. Better career development of talented young researchers in the department including PhD students, Post-Doctoral Fellows, and Assistant Professors.
4. Increased external funding, particularly from private and EU sources.
5. Continued focus on providing possibilities for our students to participate in research and integrate this into their education.

4. Outreach: Partnership, Impact, and Knowledge Exchange

During the last three years the department has established two new outreach units: a clinic for treatment of childhood anxiety and a center for early intervention and family research. We have also established the first joint clinical research positions within clinical psychology and neuropsychology with the Region Copenhagen. In the coming years we will expand collaborations with outside partners including municipalities, hospital and treatment institutions, and the private sector.

Aims (in prioritized order)

1. Development of research and education networks with external partners including establishment of joint positions, e.g., clinical research assistant professorships, associate professorships, and full professorships.
2. Strengthening and developing our two new outreach units for clinic treatment and prevention, and exploring the possibilities of establishing 1-2 additional outreach units.
3. Development and consolidation of our Clinical Psychological Research Network.
4. Improved collaboration with external stakeholders to make a strong impact on political agendas, legislation, and other societal issues related to psychology.
5. Maintain and extend our prominent place in the public media coverage of psychological issues.