To generate new knowledge that promotes better health

STRATEGIC PLAN

FACULTY OF MEDICINE AND DENTISTRY

2010–2014
Mission

The Faculty of Medicine and Dentistry will promote better health through the creation of new knowledge generated by research of high international standard. This knowledge will benefit society through education, dissemination and innovation.

Core values

- High ethical standards that are reflected in every aspect of our activity
- Our work will be characterised by:
  - integrity
  - curiosity
  - openness
  - enthusiasm

Strategic goals

- Our study programmes will be research-based, inspiring and responsive to the demands of society
- Our research and research training will be innovative and of the highest standard. We will ensure the active recruitment and further development of first-rate researchers
- Our research community will disseminate knowledge and be active participants in the public debate
- Global perspectives and internationalisation will be reflected in both our research and educational activities
- We will aspire to be pro-active and valued collaborators
Education

- Our study programmes will be research-based, maintain high academic standards and encourage high standards of academic conduct
  - We will strive to establish a Centre of Excellence in Education
- Our study programmes will reflect the demands of society with regard to capacity and content
  - We will develop programmes that encourage lifelong learning, independent critical thinking, decision-making ability and cooperation
- International and foreign exchange programmes will be prioritised in our programmes of study
- Our study programmes will be based on documented educational principles with learning methods that encourage student participation. We will also ensure the recruitment of talented lecturers.
- Degrees from our institution will provide internationally recognised expertise
  - We will prioritise and maintain an optimal learning environment
- We will recruit able, motivated students and through our education programmes provide attractive candidates for the job market
  - We will strive to be the first choice educational institution within our professional fields
- We will strive for the highest evaluation and standards of achievement for our educational programmes

Research

- Our research and research training will be curiosity-driven and innovative, and, maintain high academic and ethical standards
  - Quality in research and research training will be rewarded
- Translation research and the development of core facilities are important long term commitments.
  - We will strengthen existing leading research groups and encourage new ones that promote internal and external cooperation, internationalisation and researcher mobility
  - We will work towards the establishment of a Centre of Excellence in Research at the Faculty
- We will reward innovation and the development of alliances with the business community and others who contribute to the commercialisation of the research carried out at the Faculty
  - We will work towards the establishment of a Centre for Excellence in Innovation at the Faculty
- During the relevant period we will develop efficient mechanisms that will ensure:
  - the recruitment and further development of excellent researchers, supervisors and research managers
  - breadth in our research
  - an increase in external financing of our research
  - systematic evaluation of our research and research training
**Dissemination**

- We will collaborate actively with the media to disseminate the results of our research in ways that spark curiosity and inspire interest in the knowledge we generate
- Our students and employees will be active, visible participants in the public debate
- We will seek to influence national research-strategic decisions and strengthen our international reputation
- Good marketing of the University of Bergen and the Faculty will be rewarded and we will strive to promote our institution as a leading educational- and research facility
- By enhancing our standing we will promote the recruitment of the most capable students and employees

**Collaborators**

- We will strengthen and develop further our relationship with the following:
  - the local authority and primary health care services
  - the university hospitals and the collaborating hospitals in the region
  - national educational-and research institutions
  - international education- and research partners
- We will develop a productive dialogue with government agencies, trade and industry and external funding bodies in order to develop common goals, continuous interaction and the exchange of information

**Organisation**

- Our organisational structure will provide optimal facilities for all research-, dissemination- and educational activities
- Our organisation will have the flexibility to respond to the demands of modern research and structures that overcome the traditional barriers between different disciplines
- We will develop the research group as the organising principle for research
- We will ensure the further development of the programme committee as a management tool for teaching and education
- During the course of the planned period we will evaluate our organisational structure and use the information generated to make the improvements required

**Management and personnel policy**

- Our leaders will promote a positive and inclusive organisational culture and stimulate a productive and inspiring work environment
- We will prioritise managerial skills at all levels, Faculty, Departmental and research group, and ensure that our technical and administrative personnel develop the necessary expertise.
- We will strengthen the interactions between the University, the Faculty and the Department
- We will ensure that only the best candidates are recruited and that they work for a better gender balance and greater international mobility

**Administration**

- We want an efficient administration that prioritises service and that facilitates the educational and research activity of the Faculty
- Our administration will provide structures that enable the best possible daily activity and act in accordance with rules laid down for government administration

**Graphic design and layout**

Division of Communication, UiB

**Photo**

- iStockphoto: Main picture cover
- Jørgen Barth: cover
- Paul-Erik Rosenbaum: p. 2, 3, 4 and 5
- Colourbox.no: p. 6
- Anne Sidsel Herdlevær: p. 2, 3, 4 and 6
- Paul Sigve Amsund: p. 6
- Illustration Statsbygg: Cover backside

**Print**

Bodoni