

# Workshop no 3 - LTV subject area review

February 27<sup>th</sup> 2023

[Webpage subject area review](#)

# Today's programme

- 12.15 Sallad lunch available
- 12.45 Welcome and introduction (Christina Lunner Kolstrup)
- 13.00 Head of departments present their department management analyses
- 14.15 Break
- 14.30 Fish Bowl (deans and head of departments)
- 14.55 Discussion in smaller groups
- 15.10 Questions and comments from the groups to the Fish Bowl
- 15.50 Summation of the day and the next step (inkl Mentimeter)
- 16.00 Thank you for today 😊



## **Looking back the reasoning behind the faculty board pointing to the need to review the subject areas.**

- Our government grants (statsanslag) aren't increasing,
- Competition with other universities,
- Constantly relevant with high quality, attractiveness in order to "be on top",
- The fast changing world around us,
- Overlap, synergies and collaborations
- Strong research environments with high quality and with long-term stable and predictable funding, and important for our educations,
- Attractive workplace, attractive research- and teaching environments and an attractive working environment



# Our guesses and expectations/hopes

- Identified new ways of defining and describing our subjects and content in our subject areas
- Identified new ways of forming subject areas and the content of the subject areas
- Have fewer subject areas, but stronger subject areas (relevance+high quality+resources) and more cross-collaboration than today
- Identified a strategic competency plan for recruitments related to the future subject areas.





# Where are we in the process?

<b>April 2022</b>	Revisiting the reasons for the review (Workshop 1)
<b>August 2022</b>	Inspiration organization & trend scouting (Workshop 2)
<b>September 2022-February 2023</b>	Current situation analysis subject areas (deadline 13 februari)
<b>February 27th 2023</b>	Joint meeting of department heads and subject leaders where the department heads present current situation analyzes across departmental boundaries (look for synergies, overlap, connections, potentials) (Workshop 3)
<b>April 2023 (date not decided) - NEW</b>	Joint meeting of department heads and subject leaders where we will be working more in depth with the gathered results from the workshops and the situation analyses in order to provide a basis for the faculty boards further work and decisions) (Workshop 4)
<b>April-August 2023</b>	Proposals are prepared, presented, evaluated, go for "referral" and final input on current proposals
<b>August/September 2023</b>	Basis for grant distribution (anslagsfördelningen) regarding which subject areas we will have in the future
<b>September 2023</b>	Anchoring with the vice-chancellor
<b>October 2023</b>	MBL* final proposal
<b>October 2023</b>	Decision subject areas (FN decision-making)
<b>November 2023</b>	Decision grant distribution (anslagsfördelning) (FN decision-making)
<b>January 2024</b>	Planned implementation and possibilities for transitional solutions

\* MBL: The Act on co-determination in working life (deliberations between employers and staff organizations)



## The purpose of today's workshop is to:

Learn, listen, reflect, discuss, and give insights and feedback on the department management's current situation analyzes for our further work in the process.

The purpose is also through this that you contribute to additional and important information and inputs to the faculty board's work and later decision-making process.

It is here we will be able to “move”, “position” and “develop” together.

*As mentioned previously: you are part of the decision process, but the decision is made by the faculty board.*



# The current situation analysis

## Part 1 – the subject area responsible and members

- present the focus of the subject area,
- describe the development of the subject area since the Q&I 2018 evaluation,
- describe development opportunities based on the previous workshops
- present and future competence needs

## Part 2 – the department managements

- Analyse and synthesise development needs and opportunities
- Analyse and synthesise possible synergies and overlaps within and across
- Identify openings for new development
- Suggest new future constellations, assignments and roles





## Where do we want to be at 16.00 today?

- We have turned important issues and stones,
- We have found some common grounds and understanding, or not....
- We have a better insight and understanding about the possible synergies and overlaps, opening for new developments and identified ways forward across departments and subject areas,
- We are ready for more in depths work with the subject area situation analyses in workshop 4,
- This through open-mindedness, and constructive discussions, inputs and feedback





# Presentations of department management analyses

- Each head of department are given 10 minutes to present their department managements analysis,
- Everyone take notes of questions etc to be brought up later (you will be given possibility to ask a very short question if one doesn't understand), but you are mainly to listen to the presentations,
- After the presentations we will have a break and furnish for a Fish Bowl,



## Break

- Be back and ready by 14.30



## Fish Bowl instructions 😊

- Deans and head of departments will have a discussion and you will be listening (Fish Bowl),
- You will then be divided into five groups for deciding what questions and/or comments you as a group want to put forward to the Fish Bowl,
- Each group will be given 8 minutes each to ask your comments to the Fish Bowl.



# Fish Bowl questions

- How important are the subject areas in relation to collaborations across departmental boundaries and for the development of research and education?
- What significance do subject areas have for external research funding vs. individual researchers/researcher groups seeking external funding?
- Reflection input: What should we have subject areas for and what role should they play?
- How should we justify subject and competence duplication between our subject areas from a research and teaching perspective, also across departmental boundaries (eg LAPF-SOL, VF-VSB)? (possibility to team up and become stronger)
- What do you think is required to be able to implement the changes that are the ambition of this process at institutional level?





## Wrap-up

- Summary of today
- Next step
- Mentimeter 7585 6007
- *"what's the most interesting thing you have heard today?"*
- Webpage subject area review

