

## **Research strategy for the Department of Psychology for the period 2024-2027**

The research strategy is intended to serve as a foundational document for the Department's strategic planning. Its primary purpose is to guide the management's decision-making processes, support budget planning, and inform the operational work of the leadership team and the administration. The strategy is not meant to be a direct guide for individual researchers, and as such, should not be used as a tool for evaluating or measuring the achievement of goals for individual employees. However, the strategy should be evaluated annually by the board to ensure that it contributes to the realization of the vision.

The Department of Psychology aims to be a prominent contributor and provider of premises to the international research front and an attractive workplace for skilled researchers across disciplines. The Department will develop and support researchers and research environments that conduct research of a high international standard in the form of basic and clinical research, as well as research that is significant for societal development and organizations, or that is characterized by a critical stance challenging established psychological theories, discourses, and practices. The research at the Department should also reflect the University of Oslo's social mission, as defined in UiO's Strategy 2030. This involves a commitment to long-term, basic research, the education of highly qualified students, and work to ensure that research-based knowledge is used.

The research front is constantly changing and is characterized by increasing complexity. Research environments and researchers who can collaborate and who promote the development and utilization of new knowledge, technology, digitalization, and artificial intelligence will be stronger in a rapidly developing field. In order to fulfill the Department's social mission and develop new competitive environments, it is crucial to maintain academic breadth at the Department. The Department shall support and strengthen existing robust research environments and initiatives to create such and ensure that researchers at the Department have access to updated infrastructure and methods.

The research and knowledge development takes place in a global arena. Therefore, international recruitment, mobility and collaboration are important instruments for promoting research development and anchoring it on the research front. Hence, the Department of Psychology must be an attractive workplace and collaboration partner for talented researchers across disciplines and national borders.

Overall, the research at the Department should generate new and significant empirical knowledge, further develop and strengthen the discipline and theory, as well as integrate with and enrich practical professional competence and the application of the field of psychology.

### **1.0 Values at the Department of Psychology**

The core values of the Department of Psychology are the foundation of our internal behavior and how we engage with the world outside, and thus, they form the basis for our vision and strategy. These values create a robust foundation for research that breaks new boundaries, contributes to a sustainable future, and strengthens our credibility and scientific reputation. They also form the core of a working environment where cohesion and a constructive organizational culture flourish.

At the Department of Psychology, we value:

- **Curiosity:** We support free and independent research.
- **Integrity:** We act honestly and responsibly.
- **Collaboration:** We achieve more together.
- **Transparency:** We share and communicate our knowledge.
- **Respect:** We build a safe and supportive working environment.

*Curiosity:* Curiosity is a driving force for innovative research and independent thinking, and is critical for inspiring our researchers to challenge the established and expand the boundaries of our understanding.

*Integrity:* Integrity is the foundation of our research ethics, where honesty and accountability ensure that our work upholds academic standards and wins society's trust, gaining the trust of society, as well as contributing to a sustainable future.

*Collaboration:* Collaboration is necessary to achieve extraordinary research results, where through joint efforts and interdisciplinary commitment, we strengthen our collective capacity for innovation and development.

*Openness:* Openness ensures that our research is accessible and transparent, promoting a comprehensive academic and societal dialogue.

*Respect:* Respect is the basis for an inclusive and diverse research environment that promotes personal and professional development and is essential for creating a productive and supportive scientific community.

By prioritizing these values, the Department of Psychology ensures not only outstanding academic achievements but also a vibrant, dynamic, and respectful research environment that aims to create a sustainable future.

## **2.0 Vision and Strategy**

*The Department of Psychology aims to promote outstanding psychological research, professional development, and research-based education for a sustainable future.*

The research strategy should serve as a dynamic roadmap for how the Department's research activities can contribute to realizing this vision. The Department is committed to continuing and nurturing outstanding research in psychology by exploring and generating fundamental new knowledge about psychological processes, structures and causal relationships. This ambition is to be supported by a robust organizational structure, effective research infrastructure, and interdisciplinary collaboration. The results will be disseminated through various channels, from leading international journals to direct engagement with authorities, the field of practice, and the general population.

To achieve this, the strategy emphasizes the importance of well-considered *internal processes* for research performance at the Department, long-term and predictable *funding*, a solid interaction with *internal and external stakeholders*, and a constructive culture for *learning and development*.

As a supplement to this strategy, research centers, sections and research groups at the Department will be able to develop their own research strategies in line with their concrete goals.

## 2.1 Internal processes

### *2.1.1 Organizational structure and collaborative culture*

- To design a dynamic organizational structure that supports the involvement of scientific staff in research groups that can achieve critical mass in terms of infrastructure and technology, resources, competence and activity necessary for functional and competitive research in their field.
- Develop an inclusive, collaborative culture that encourages interdisciplinary dialogue and collaborative projects and promotes knowledge sharing through seminars and workshops where employees can share and discuss the establishment of interdisciplinary research groups and initiatives.
- Stimulate interdisciplinary and multidisciplinary collaboration by offering financial incentives for projects that cross the university's and department's section boundaries and promote innovation and knowledge sharing.
- Integrate research centers at PSI to strengthen collaboration and knowledge exchange with the Department's sections, other research centers, and individual researchers by sharing infrastructure, establishing interdisciplinary research groups, and offering financial incentives.

### *2.1.2 Recruitment and career development*

- Focus on diverse recruitment and systematic career guidance to develop research talents for academia, society and working life.
- Work further with effective onboarding processes to achieve a good understanding of roles and tasks, institutional understanding, familiarity with tools and resources, and social integration and belonging.
- Offer research management courses to develop research management skills, focusing on strengthening female researchers' career development.
- Actively attract and retain outstanding partners by building a strong reputation, developing networks, offering attractive conditions for cooperation, and entering into long-term partnership agreements.
- The continuation of the research program for master's and professional students will be considered after an evaluation has been conducted.

### *2.1.3 Quality assurance, transparency and ethics*

- In collaboration with academic staff, further develop and communicate procedures for control and quality assurance of research in line with current legislation.
- Strengthen the work with Open Science with its goal of democratizing knowledge, related to where research is published, how we choose what to research, and the presentation of results and data. We will enhance practices for increased transparency and trust in research through training in Open Science and infrastructure for open access. Furthermore, we will implement policies that ensure the publication of research data and effective data management, where this fits the methodological and ethical approach. This work will be done both in collaboration with other units at UiO and through local efforts.

- We will strive to ensure that researchers' contributions to open science are valued, while also welcoming critical reflection on potential tensions between open research and, for example, ethical considerations. We will also encourage research on such dilemmas.
- Reinforce the focus on and commitment to research ethics and integrity, including an active role for management in strengthening ethical standards and further developing established procedures.

#### *2.1.4 Research support and administration*

- Maintain strong expertise in research support and continue the focus on application assistance, operation, and follow-up of existing projects through the research administration.

### 2.2 Financing

- In order to ensure early planning and preparation of solid applications to competitive arenas such as ERC, thematic research in the EU, and major projects in the Research Council, the Department should actively promote such applications. This includes informing employees about relevant announcements and deadlines, organizing workshops and seminars that provide insight into the application process and evaluation criteria, offering financial support for application development when possible, creating a mentoring scheme where experienced applicants can offer guidance and support to new applicants, as well as ensuring for continuous assistance throughout the application process, in collaboration with the research administration and the project economists at the faculty.
- Similarly, employees should be encouraged and supported in seeking internal funds from UiO and external funding sources to develop and expand the necessary research infrastructure.
- The Department of Psychology will allocate operating funds to academic staff, announce strategic research funds, and transfer research funds to the sections.
- The Department will allocate funds for internal calls aimed at enhancing and sustaining infrastructure critical for data management—from collection and storage to analysis—alongside the advancement and application of sophisticated methodologies.
- The collaboration between PSI and the IT-Department should be strengthened to further develop data processing integration and adapt the IT infrastructure to research goals.
- In order to expand the funding opportunities, potential external funding sources should be identified and discussed with relevant researchers and research groups.
- In order to enhance the quality of applications for research funding and infrastructure grants and increase their competitiveness, interdisciplinary and international cooperation should be encouraged.
- The Department's internal application development procedures should be continuously evaluated and improved to ensure the applications meet a high standard.

### 2.3 Internal and external actors

- To enhance the quality of research and ensure that the Department's research is competitive in terms of quality, cooperation with national and international funders and academic institutions should be strengthened.
- To ensure that the research is applicable, addresses societal challenges, and contributes to meeting sustainability goals, collaboration with authorities, the health system, municipalities, and other relevant external actors should be included where appropriate.

- In order to promote international collaboration and researcher mobility, strategic resources should be allocated to mobility support.
- To ensure that the university's objectives are achieved, employees should be encouraged to apply for research funding through the university's initiatives, such as UiO: Energy, UiO: Democracy and UiO: Life Sciences.
- In order to support the dissemination of research at PSI to both academic and professional environments and the wider public, a communication strategy should be developed in close collaboration with the faculty's communication department.

#### 2.4 Learning and Development

- In order to keep up with the changing landscape in psychological research and practice, it is essential to facilitate continuous learning and professional growth. This includes offering financial support for further development of professional competence and promoting a culture of lifelong learning and professional development among all employees.
- A career development program should also be developed for junior academic staff and staff in recruitment positions to provide them with the necessary tools and support for career growth, including mentorship programs, professional guidance and access to networking resources.
- Concerning increased diversity in the Department, incentives should be implemented, such as support for training in Norwegian for international employees in permanent positions through payment of courses, crediting on the hourly account, and a targeted offer of Norwegian coaching. It should also be considered whether it is possible to carry out the same measures for employees in recruitment positions.