

Platform for the Dean team Grung, Elstad and Kartzow

The faculty of Theology, UiO 2027-2031

Knowledge – responsibility- engagement: Building TF for the future

Guided by TF's strategic plan Strategi 2030 - Det teologiske fakultet and UiO's Strategy 2030 - University of Oslo we will focus on the following: study programs, recruitment of students and the student environment; research, researcher training and quality assurance; finances, organization and the work environment; networks and collaboration within UiO, nationally and internationally; communication and dissemination.

We aim to:

- Prioritize recruitment of students and the quality of our study programs
- Invest in further excellence in research
- Secure the faculty's financial stability
- Strengthen TF as a key societal actor in the field of religion and worldviews

The faculty's students and staff have driven change, and we will continue to do so by:

- Building an inclusive and inspiring study- and work environment
- Further developing a creative academic community that supports excellent and innovative research
- Acting as a key stakeholder contributing to sustainable preparedness in the field of faith and worldviews.

UiO's Faculty of Theology will continue to offer unique study programs at Norway's leading university: the professional degree program in Theology; the Master's program in Leadership, Ethics, and Conversational Practice (which also serves as a chaplaincy education program embracing religious and worldview plurality); and the Bachelor's and Master's programs in Religion and Society (RESA). The RESA programs offer groundbreaking studies in processes of religious change, interfaith relations, gender perspectives on religion, and the relationship between religion and politics. Studies in Islamic thought and Quranic hermeneutics form part of these study programs.

The faculty's most important resource is its people: students, staff, and our partners. TF's position at UiO provides us with crucial structural resources and extensive opportunities to connect with other researchers and educators. We aim to be a place where we are sharp yet relaxed.

Studies, student recruitment and study environment

Our goal is to provide excellent research-based education in theology and religion, ensure a good study environment and increase the number of students in all programs.

We aim to:

- Continue an inclusive and inspiring learning community and contribute to ensuring that students receive good follow-up and are integrated into the study environment.
- Ensure the involvement of students in the faculty's decision-making processes and in research groups.
- Ensure training of student representatives in boards and councils and conduct open meetings between students and the dean's office once a semester. The dean invites the student representatives on the faculty board to a separate meeting well in advance of each meeting.
- Work systematically with recruitment (both towards junior cohorts and other potential students of all ages) to our study programs and to individual courses. Evaluate the recruitment work every autumn.
- Strengthen cooperation in Circle U and international exchange.
- Strengthen the quality of all study programs through periodic evaluations, and systematic work with course and program descriptions, as well as academic and pedagogical quality.
- Profile and manage the faculty's TEOL professional study program as the country's oldest and leading education in its field with the academic resources the faculty and UiO can offer.
- Find more synergy effects between our two professional programs (TEOL and LES) and strengthen cooperation with RESA bachelor's and master's programs at other units at UiO when it comes to RESA bachelor's and master's programs.
- Work systematically with the faculty's study portfolio's profiling and attractiveness.
- Offer relevant individual courses for students at other units at UiO and contribute to an UiO honors program. Develop our English-language study portfolio in addition to RRE (Religious Roots of Europe).
- Strengthen the contact between the study program and relevant parts of working life (school, faith and life philosophy field including the Norwegian Church, health, civil society in general and the administrative structure)
- Ensure competence building and peer guidance for supervisors at BA and MA level.
- Further develop and strengthen established EVU courses at TF: Dialogue pilots, the course for religious leaders, ABV education, the guidance programs, and develop new

courses in collaboration with the Norwegian Church, the faith and life philosophy field (STL), school, the health sector and the chaplaincy field.

- Investigate possible synergies between our EVU portfolio and the established study programs and with innovation projects.
- Anchor work with EVU better in the entire environment by including EVU work in the structures and making the EVU offer visible as networking work.
- Build a knowledge-based preparedness for AI in teaching and conducting exams.
- Work on further developing new exam formats.

Research, research education and quality assurance

As part of UiO – Norway's best university – we want to build and strengthen research and consolidate the faculty as an outstanding, inspiring and leading research environment in its fields in Norway and internationally. We will strengthen the work on research ethics and build the necessary preparedness and competence in AI.

We aim to:

- Strengthen PhD education by quality-assuring the program, supervision and the academic-social environment. Continue the work with research schools in collaboration with national and international partners. Advertise PhD positions at a fixed pace and aim to fill all awarded fellowship positions. Review the periodic evaluation of the PhD program and implement measures based on this. Continue to organize peer supervision groups for PhD supervisors. Be a preferred place for exchange for international early-career researchers.
- Continue the work to ensure permanent academic staff more continuous time for research and predictable research deadlines for employees with research time in the position.
- Work systematically to increase the number of research applications and the number of grants for externally funded projects based on all the good research that takes place at TF and develop stronger expertise in thematic calls for proposals.
- Strengthen and maintain the work with application panels and review of both rejections and grants to improve the quality of applications.
- Plan and build the necessary research infrastructure in collaboration with UiO centrally and other units.
- Strengthen the research groups, increase opportunities for international collaboration for individual researchers and research groups. Secure funding for application work (workshops, networking). Secure the best possible funding for the research groups'

activities after application. Encourage the research groups to collaborate across disciplines, and to include students.

- Establish a more binding collaboration with the Institute for Church, Religion and Belief Research (KIFO).
- Explore and plan for increased synergy between research and education, and research and innovation. Increase interdisciplinary collaboration in research, facilitate idea development and build a creative and resilient culture for research.
- Increase the annual salary for permanent academic staff back to the 2025 level (25,000 NOK) as soon as the faculty's budget allows it.
- Develop and clarify TF as a place that focuses on projects related to social innovation and innovation in humanities research. Innovation understood as 'knowledge in use' where academic institutions together with other social actors develop new knowledge and knowledge-based practices is already part of TF's education portfolio that needs to be clarified. This includes innovation projects related to the practices of the Church of Norway, faith and belief diversity "chaplaincy" and increased diversity competence that includes religion and belief in politics and administration.
- Locate possible places to apply for funding for innovation work related to both social innovation and humanities research and work systematically with applications.
- Work with digital humanities to follow up on previous innovation projects at TF (TinTraMac)

Finances

A secure and predictable management of the finances at TF is a priority task for our dean's team. TF's main income comes from UiO's framework grant, which is based on the number of credits earned and PhD dissertations completed, as well as reward funds related to approved top research projects (ERC, SFF). In addition, we receive funds for teaching assignments (EVU courses: Religious leaders, Veiviserprogrammene, Dialogpilotene).

We aim to:

- Increase the production of credits and facilitate more individual subject students
- Increase the admission of PhD students to our PhD program
- Develop more innovation projects within our existing focus areas
- Implement the adopted staffing plan

Administration, organization and working environment

Administration: To continue excellent management and administration of the faculty's tasks. Good cooperation between administrative and academic staff is crucial to achieving the ambitions of the faculty.

We aim to:

- Make the administration's expertise visible and ensure sufficient resources.
- Build a good culture of predictability and cooperation between the administration and academic staff.
- Ensure good information flow between the different parts of the faculty and information during processes. We must consider whether more meeting places are needed between administrative staff and academic staff and evaluate the structure for such meeting places
- Secure good routines for teaching planning and look for opportunities for simplification of the planning processes.
- Continue to include administrative staff at all levels in decision-making processes.

Organization:

TF shall be an attractive and inclusive place to work and study.

We aim to:

- Secure that all employees and students encounter an inclusive, safe and inspiring academic environment with zero tolerance for discrimination, hate speech and harassment.
- Ensure that TF follows up on UiO's action plan 2027-2031 for equality, inclusion and diversity (LIM) by anchoring it in the management meeting, cooperation between the management and the LIM coordinator at the faculty, and regular seminars for all employees and students on LIM-related topics.
- Strengthen the reception of new employees and improve the information for new colleagues.
- Steward the faculty's institutional memory.
- Continue the tradition with Wednesday lunch for all employees.
- Ensure that staff meetings for administrative employees are held every week.
- Conduct staff meetings for academic employees at least twice every semester.
- Conduct general meetings for all employees once a semester.
- Invite employees and students to the management meeting to shed light on issues
- Ensure good and facilitated working conditions for all employees in connection with relocation at UiO.
- Participate actively in UiO's central work and meeting activities and seek collaboration with other units.
- Offer group-based work guidance to all employees.
- Follow UiO's language policy regarding websites in Norwegian and English, as well as official Norwegian language policy regarding Bokmål and Nynorsk.

Networks and collaboration at UiO, nationally and internationally, communication and dissemination:

It is crucial that TF appears as a visible partaker and an attractive collaboration partner in research, education and innovation. Communication and dissemination are part of this.

We aim to:

- Map existing networks to a greater extent, so that the work of finding collaboration partners and shortcomings in the networks is streamlined.
- Ensure good and stable relationships for student and researcher exchange, joint innovation projects and research collaboration.
- Encourage and facilitate network building among both academic staff (including temporary staff) and administrative staff.
- Follow and contribute to UiO's development of responsibility in international collaboration (AIS).
- Increase and strengthen research dissemination and community contact.
- Continue organizing public events in Domus Bibliotheca and in the faculty's library where TF's researchers and students are involved in dissemination.
- Ensure that the communications department has sufficient meeting places for academic staff and make plans for communication and dissemination.