

# POLICY OF THE UNIVERSITY OF ICELAND 2011–2016







## POSITION AND STRENGTH OF THE UNIVERSITY OF ICELAND

The University of Iceland is an international research university that has strong obligations to Icelandic society, culture and language. Currently, there are about 14,000 students enrolled at the University in undergraduate and graduate programmes, including approx. 1100 foreign students. The University is authorized to award doctoral degrees in all its fields of studies. The University collaborates closely with many of the main research universities and university faculties throughout the world. The research activities of its employees have grown rapidly in recent years, and international criteria show that the impact of their research has increased substantially.

In 2006 the University of Iceland set itself the long-term goal of becoming one of the top 100 universities in the world. Eight universities in the Nordic countries fall into this group – the University of Copenhagen, University of Århus, University of Oslo, Karolinska Institutet in Stockholm, University of Uppsala, University of Lund, University of Stockholm and the University of Helsinki. In addition, there is a number of Nordic universities similar to the University of Iceland in size and structure among the leading universities in the world. The performance of the University of Iceland in recent years shows that it is realistic to aim for our long-term goal.

The first leg of this journey was the Policy of the University of Iceland 2006–2011. The main goal of the policy was to achieve excellence in the fields of research, teaching, administration and support services. The policy entailed over 100 specific and measurable goals for all areas of operations. Subsequently, all of the University's faculties formulated their policies and set goals based on the overall policy. The main goals of the University of Iceland through 2011 included:

- ▶ doubling the number of scientific articles in leading international peer-reviewed journals
- ▶ increasing collaboration with the leading foreign universities and university faculties in the world
- ▶ increasing funding from non-Government sources, for example, from domestic and foreign research funds
- ▶ quintupling the annual number of doctoral degrees awarded
- ▶ strengthening the quality assurance system of teaching
- ▶ establishing a Graduate School to ensure the quality requirements of graduate programmes
- ▶ strengthening support services for research and teaching
- ▶ reorganizing the University and introducing an administrative system to facilitate the achievement of goals of the policy





An extremely important step was taken in January of 2007 when the University reached a performance based agreement with the government of Iceland on the funding of the 2006–2011 policy. The University has closely monitored its progress and reported annually to the government on the results of the policy. Now, near the end of the first phase, the University has comprehensively evaluated the implementation of the policy, and ascertained that most of the goals have been achieved, and in some instances key criteria show that results have exceeded plans. During the period 2005–2010,

- ▶ The number of academic articles by the University's scholars published in international peer-reviewed journals (ISI journals) increased from 260 to 550 (2009), and the citations increased from 5100 to 10,000 (2009).
- ▶ The total amount of funding from non-Government sources increased by 78%, and grants from international competitive funds tripled.
- ▶ The number of registered doctoral students increased from 166 to 440 and the number of doctoral degrees awarded from 13 in 2005 to 36 in 2010.
- ▶ The number of grants to doctoral students increased to 106; there were no such grants available in 2005.

Numerous other policies have been implemented in the first phase. The University's system for research evaluation has been revised; a new hiring and promotion system has been introduced; the University Council's Quality Assurance Committee has been established; collaboration with leading universities in the world has been strengthened; links with the business community and society have been fortified, and measures have been taken to recruit the most qualified students and increase student graduation rates. The University of Iceland and the Iceland University of Education were merged on 1 July 2008 for the purpose of strengthening teacher education and research on education and pedagogy.

The second step toward the long-term goal is the Policy of the University of Iceland 2011–2016. It commits the University of Iceland to quality and excellence at all levels. For this purpose the University has outlined specific goals on research and innovation, teaching and learning, human resources and social and global responsibility. The policy's main themes emphasize quality research and international collaboration, vigorous graduate programmes fulfilling international quality requirements, integration of teaching and research at all curricular levels, strengthening of human resources and job satisfaction of students and employees and social and global responsibility in the 21st century.

## THE UNIVERSITY OF ICELAND'S CORE VALUES

### ACADEMIC FREEDOM

Academic freedom is upheld at the University of Iceland which in turn fosters critical and creative thinking, daring and broad-mindedness. Employees strive for professionalism and responsibility in all of their endeavours. Highest ethical standards are always upheld in research and teaching at the University of Iceland.

### COMMUNITY RESPONSIBILITY

The University plays a key role in the Icelandic community and shoulders weighty responsibility toward the community it serves, especially through its dedication to excellence in teaching and research. The University encourages its employees to participate in public discussion and to help strengthen the Icelandic society on the basis of their respective expertise. Strong emphasis is placed on strengthening ethical judgment, consciousness of sustainability and community responsibility of employees as well as students and thereby, over the long run, the entire community.

### INDEPENDENCE AND PRUDENCE

The University of Iceland has been trusted with a unique role in Icelandic society, and the funding to perform it. The University is autonomous, and takes responsibility for making good use of its funding in the interests of society, and performing efficiently in research and teaching.

### DIVERSITY AND EXCELLENCE

The University of Iceland recognizes that diversity and excellence go hand-in-hand. The emphasis on comprehensive research and studies in all the principal fields of scholarship is therefore entirely compatible with the aim of excelling in certain fields.

### INTEGRITY AND RESPECT

The emphasis in all work at the University of Iceland is on honourable and professional working methods. Communications are characterized by mutual respect and trust.

### EQUAL RIGHTS AND DIVERSITY

The University of Iceland emphasizes democratic working methods and gender equality in all areas of endeavour. The University always wants to be at the forefront in gender equality. Diversity of students and employees is the University of Iceland's strength.





## 1. POLICY ON RESEARCH AND INNOVATION

*The University of Iceland is a rapidly growing research university with the long-term goal of being one of the leading universities in the world. For this purpose the University emphasizes a productive research environment, excellence in research, dynamic Master's and PhD programmes, innovation and the utilization of knowledge. The University strives to ensure efficiency and quality in all areas of its endeavours. To support its policy, the University of Iceland recognizes the need to diversify and expand funding from non-Government sources, e.g. international and domestic competitive funds. The infrastructure of PhD programmes will be strengthened in accordance with internationally recognized standards and quality criteria. It is important to reactivate the agreement between the University of Iceland and government on funding of the policy.*

### PRODUCTIVE RESEARCH ENVIRONMENT

*To ensure high quality research, innovation and development, the University plans to improve facilities and support ambitious research efforts and utilization of knowledge.*

- ▶ Collaboration with the leading universities and university departments in the world will be systematically strengthened, for example, through student and teacher exchange programmes, new positions for visiting scholars, joint PhD degrees and support of joint research projects.
- ▶ The University of Iceland will increase collaboration with domestic research institutions, universities, companies and cultural institutions, in order to fully utilize human resources, research facilities, premises and equipment.
- ▶ Concerted efforts will be made to increase the number of applications to domestic and international competitive funds. For this purpose individual scholars and research groups obtaining international research grants will be specifically rewarded. Salary and terms of employment will in greater measure take into account employees' results in obtaining grants from competitive funds.
- ▶ Support services for grant applications to competitive funds, patent applications and utilization of research findings will be strengthened, for example, in the schools of the University and at the Research Liaison Office of the University of Iceland.
- ▶ Dynamic scientists and research groups will be fostered, with the goal of strengthening the University of Iceland in the international scientific community, thereby strengthening Iceland's competitiveness. Efforts will also be made to recruit leading scientists to the University.
- ▶ The number of positions for postdoctoral researchers will be increased to bolster research efforts and strengthen the training of young scholars.
- ▶ The activities of the University of Iceland's Research Centres (located around Iceland) will be strengthened and coordinated and linked more closely with schools and faculties.
- ▶ Collaboration with the nation's main libraries will be strengthened in order to increase access to their databases as well as facilities for studies and research.
- ▶ Overhead fees on extramural income will be utilized to build up research and support services.





- ▶ The University's distribution model of the budget will be re-examined for the purpose of increasing the weight of research and extramural income, strengthening the University's schools as administrative units, facilitating collaboration between faculties and schools and increasing the efficacy of curricula. In the re-examination of the distribution model efforts will be made to equalize payments for comparable teaching.
- ▶ Research facilities at the University of Iceland will be improved, for example, in conjunction with the new joint construction of the Landspítali – The National University Hospital and the University's School of Health Sciences, Centre for Icelandic Studies, Vigdís Finnbogadóttir Institute of International Languages, new premises for the School of Education and by starting construction at the Science Park, which will benefit engineering and the natural sciences.
- ▶ On the University of Iceland's centennial, the University will focus on reactivating the performance-based agreement with the government on the financing of the University's policy that was suspended following the economic collapse in the fall of 2008.
- ▶ The University of Iceland supports the government's efforts to strengthen competitive research funds in Iceland.

#### EXCELLENCE IN RESEARCH

*Research at the University of Iceland takes into account internationally recognized standards and quality criteria. The impact and quality of research as well as utilization of research findings is central to the University's policy.*

- ▶ All departments and fields of studies will be urged to increase the number of high quality publications. Emphasis will be placed on publishers making stringent academic demands and increasing the academic impact of the research carried out at the University of Iceland.
- ▶ The University's incentive and quality assurance systems will increasingly take into account the quality of publications as defined by the schools of the University. This applies, for example, to the promotion system, productivity evaluation funds, requirements for advisors of dissertations, requirements for academic positions and promotions, research semesters and division of research funds.
- ▶ The University of Iceland plays a unique role in the research of Icelandic culture and society and seeks to publish its research findings in domestic and international venues.
- ▶ Further collaboration of scholars at the University of Iceland will be encouraged. For this purpose the University will make every effort to define and support interdisciplinary projects.
- ▶ The University of Iceland will formulate a policy of open access to research findings and student dissertations.
- ▶ The University's website will be strengthened as the main information gateway for domestic and foreign users. There shall be a campaign to improve information about the studies offered to foreign students as well as to present the University's work and results in foreign venues.
- ▶ The value entailed in the University's research will be harnessed for innovation and entrepreneurial efforts and development. For this purpose there will be a systematic search for practical projects and research findings, and the values of innovation will be woven into undergraduate and graduate curricula. The support system for innovation will be strengthened and coordinated and collaboration increased with parties outside the University working toward parallel goals.

- ▶ The publicizing of innovation, entrepreneurial efforts and development will be greatly increased. An organized campaign will be conducted amongst students and employees of all schools to increase their awareness of the value of innovation and entrepreneurial efforts. A website devoted to innovation will be opened, and the annual Innovations Fair of the University will be made visible.

#### DYNAMIC MASTER'S AND PHD CURRICULA

*A strong graduate programme resting on solid foundations is a prerequisite for the University of Iceland being able to cultivate its role and achieve its long-term goals. A flourishing research curriculum enables the University to attract outstanding Icelandic and foreign graduate students and the most capable teachers.*

- ▶ The aim is for the annual number of graduating doctoral students to be proportionally similar to the number of those in Iceland's neighbouring countries, i.e., 60–70 per year.
- ▶ The University shall endeavour to bring the government into the overall financing of doctoral curricula, with clear quality requirements as a guideline.
- ▶ At least 10% of doctoral students graduating annually from the University of Iceland shall have joint PhDs with foreign research universities.
- ▶ The academic efficacy of doctoral students shall be assured by fortifying the curricular framework, improving learning facilities and clarifying faculty advisors' responsibilities. At the beginning of a doctoral programme, a realistic plan for financing and progress shall be required. There will be regular monitoring of doctoral students' progress, for example, with annual progress reports.
- ▶ The Graduate School of the University of Iceland will be strengthened and consolidated by providing it with a greater monitoring and coordinating role regarding implementation of the doctoral curriculum. The current Criteria and Requirements regarding the Quality of Doctoral Curricula at the University of Iceland shall be revised, taking into account the function of the Graduate School. Parallel formal criteria and requirements shall be defined for research-related Master's curricula.
- ▶ The master's programmes at the University will be strengthened, i.e., with a satisfactory offering of courses and organized collaboration with foreign universities.



**In order to monitor the progress of the University of Iceland's policy on research and innovation, the following key performance indicators will be used:**

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| ▶ The proportion of graduating doctoral students, i.e., the graduation rate of doctoral students completing their curricula on schedule.  | ▶ The number of agreements with dynamic domestic and foreign collaborators.                                   |
| ▶ The graduation rate of Master's students.   | ▶ The number of collaborative and development projects with parties from the business community and society.  |
| ▶ The annual number of high quality publications in each school, i.e., in ERIH journals, ISI journals and other peer-reviewed forums with stringent academic quality requirements, such as books and book chapters. | ▶ The number of patent applications, granted patents and start-up companies.                                  |
| ▶ The annual increase in income from competitive research funds.  | ▶ The number of other exploitation projects (not leading to the founding of companies or patent applications) |
| ▶ The number of interdisciplinary research projects of University of Iceland scholars that receive grants from competitive research funds.  | ▶ The number of postdoctoral researchers.   |



## 2. POLICY ON TEACHING AND LEARNING

*A dynamic undergraduate curriculum in diverse academic areas has been the hallmark of the University of Iceland for decades. A demanding University curriculum emphasizes students' independent and meticulous work procedures, close cooperation between students and teachers, good study facilities and students' diverse opportunities to do independent research projects in collaboration with parties from the business community and society. In addition to basic knowledge and technical skills in a particular area, the entire curriculum at the University of Iceland ought to promote proficiency in academic procedures, critical thinking and sound ethical judgment that will serve students in advanced studies and their work as responsible citizens.*

### INTEGRATION OF TEACHING AND RESEARCH – OUTSTANDING UNDERGRADUATE EDUCATION

*Teaching and research are inextricably linked at a research university. The integration of teaching and research increases the quality of the entire curriculum at the University and ensures that teaching and research always enjoy the same priority.*

- ▶ Schools and faculties of the University of Iceland shall lay down a clear teaching policy stipulating, among other things, integration of research and teaching at all curricular levels. The policy of schools and faculties regarding teaching, teaching methods and curricular evaluation shall state clear standards of quality for teaching and studies as well as the criteria to be used in implementing the policy.
- ▶ In the first year as undergraduates, students shall have the opportunity to become acquainted with the University's most qualified researchers and teachers. The number of students' opportunities to do independent research projects related to the business community and society shall increase.
- ▶ Emphasis will be placed on diverse teaching methods motivating students to actively participate in the classroom.
- ▶ In cooperation with the University's Teaching Centre, teachers shall be offered training and support in integrating research and teaching into undergraduate and graduate studies. Emphasis shall be placed on obtaining the most qualified specialists as instructors on the integration of teaching and research.
- ▶ Facilities for research-related teaching will be improved, for example, with the purposeful use of information technology, distance teaching and collaboration with leading research universities in the world.
- ▶ The University of Iceland plays a key role in the education of professionals in numerous fields. Emphasis is placed on the diverse onsite training of students.
- ▶ Efforts will be made to improve students and teachers' access to electronic journals and databases.
- ▶ Concerted effort will be made to promote increased collaboration between faculties and schools for the purpose of increasing students' opportunities to become acquainted with researchers and research methods in all fields, strengthen interdisciplinary collaboration and utilize human resources and the University's funding as well as possible.





- ▶ The University will formulate a policy on utilizing information technology and distance teaching before the end of 2011, for example, in order to facilitate collaboration with domestic and foreign universities. Distance teaching shall be strengthened in selected subjects.
- ▶ Students' information literacy shall be increased, for example, with training in finding references, using databases and clearer presentation of information and knowledge.
- ▶ The ratio between the number of permanent teachers (man-years) and active students shall be improved. A special effort will be made in faculties where the need is greatest.

#### PARTICIPATION, DILIGENCE AND RESPONSIBILITY OF STUDENTS

*The University of Iceland ensures all students equal opportunities for a good education, meeting recognized international quality standards. At the University of Iceland there is rich emphasis on students taking responsibility for their own curricula and respecting the resources that Icelandic society provides them in the form of a university education. It is important that the entire arrangement of curricula at the University shall promote students' diligence. The University emphasizes that students shall be informed of their rights and involved in the decisions regarding their interests.*

- ▶ The University of Iceland will review its admission policy. Enrolment requirements will be redefined, and efforts will be made to increase academic diligence, improve academic progress and reduce attrition. The retention rate of students in their second year, and the graduation rate shall be increased by 5% per year during the period 2011–2016.
- ▶ The maximum time to complete a degree in all faculties and at all curricular levels will be defined. The combined maximum time students have to complete their first degree will also be defined.
- ▶ As of the fall of 2012, students will be enabled to register for part-time studies. For progress requirements, the University will take partial standing into account.
- ▶ There will be increased emphasis on continuous evaluation and diverse assessment methods, thereby reducing the weight of final examinations.
- ▶ The University of Iceland emphasizes efficient and reliable dissemination of information on curricula and teaching in accordance with recognized international criteria. For this purpose the creation of a dynamic database (data warehouse) shall be completed that will be utilized in organizing, settling and evaluating the results of studies and teaching.
- ▶ Students shall always be informed of their requirements as students and university citizens, including participation in the University's governance. Student associations shall protect the reputation of the University of Iceland in connection with events and publications for which they are responsible.
- ▶ The University of Iceland emphasizes that all students shall enjoy support in their studies and shall be well informed regarding individual courses and the overall curricula. For this purpose emphasis is placed on the continuing development of the University's intranet Ugla, powerful academic and career counselling and a diverse support network of students and teachers.

#### EXCELLENCE IN TEACHING

*The University of Iceland greatly emphasizes quality of the curriculum and outstanding teaching. The University wants specifically to reward those performing professionally as teachers and focusing on the development of teaching methods.*

- ▶ Diverse methods will be employed at the University of Iceland in evaluating the quality of curricula and teaching, such as surveys and systematic collaborative meetings between students and teachers in all faculties. In cooperation with the University Council's Teaching Committee and Teaching Centre, methods will be developed for peer evaluation of teaching.
- ▶ The number of credits (ECTS) and students' workloads in individual courses will be harmonized.
- ▶ The criteria for evaluating studies will be coordinated between faculties and schools, taking into account defined learning outcomes.
- ▶ In collaboration with student representatives, faculties will regularly re-evaluate course offerings, and whether courses and study programmes fulfil the defined learning outcomes.
- ▶ The teaching survey will be simplified, and participation in it will be made mandatory starting in the fall of 2011, and follow-up will be increased, for example, by making its results public insofar as possible.
- ▶ Students shall actively participate in follow-up on teaching surveys. They will have the possibility of presenting their comments on teaching early in the semester by short polls and interviews with supervisors of undergraduate and graduate studies.
- ▶ A special teaching survey will be developed for graduate studies.
- ▶ Teachers' portfolios will be further developed to increase the quality of curricula and used systematically to reward teachers for excellence in teaching.
- ▶ Special courses will be offered in the University's Teaching Centre on teaching methods, teaching innovations and advising graduate students, that all teachers, new as well as more experienced, shall regularly attend. Teachers will get remission from teaching when they attend such mandatory courses.
- ▶ The University of Iceland endeavours to create increased opportunities for its students to take part of their studies at foreign universities.
- ▶ In order to evaluate the quality of the curriculum, developing course offerings and strengthening ties with the business community and former students, there will be systematic monitoring of the placement record of graduates from the University of Iceland.







#### TIES WITH PRIMARY AND UPPER SECONDARY SCHOOLS IN ICELAND

*It is very important to the University of Iceland to collaborate closely with primary and upper secondary schools in Iceland. The University seeks to get young people excited about science and scientific disciplines.*

The University's ties with upper secondary schools in Iceland will be bolstered, for example, with regular collaborative meetings. The University will actively participate in discussion of the role and development of upper secondary schools in the educational system.

The University's ties with primary schools in Iceland will be strengthened. The University will contribute to young people's education and stimulate their interest in science, for example, with its Icelandic Web of Science and the University of Iceland Youth Programme (a summer school for 6th to 10th graders).

To ensure that the incoming students are informed and capable of beginning demanding University studies, the University of Iceland will define and publicize the qualifications to be fulfilled in the University's different faculties. The University will further endeavour to inform students of job possibilities upon completion of studies.

The University of Iceland seeks to recruit the most qualified students from the country's upper secondary schools and to provide outstanding students at all academic levels assistance and support. For this purpose grants to outstanding students will be increased and the academic achievements of outstanding students will be recognized.

In order to monitor the progress of the University of Iceland's policy on studies and teaching, the following key performance indicators will be used:

- ▶ Success in integrating teaching and research, e.g., the number of professors teaching first-year undergraduates, the teaching policy of schools and faculties for research-related curricula.
- ▶ The second-year retention rate in undergraduate studies.
- ▶ Graduation rate for undergraduates.
- ▶ Ratio of permanent teachers (man-years) to active students.
- ▶ Number of teachers attending courses on teaching and teaching methods.
- ▶ Proportion of courses employing diverse course evaluation.
- ▶ Number of courses building on diverse teaching methods, motivating students' participation.
- ▶ Number of students participating in teachers' research projects.
- ▶ Number of student teaching assistants.
- ▶ Proportion of students satisfied with curricula and study facilities at the University of Iceland.
- ▶ Number of students doing part of their studies at universities abroad.
- ▶ Number of foreign students at the University of Iceland.
- ▶ Number of graduates from the University of Iceland entering graduate programmes at foreign universities or university faculties among the top 100 in the world in each field.
- ▶ Proportion of graduates from the University of Iceland employed within six months of graduation.

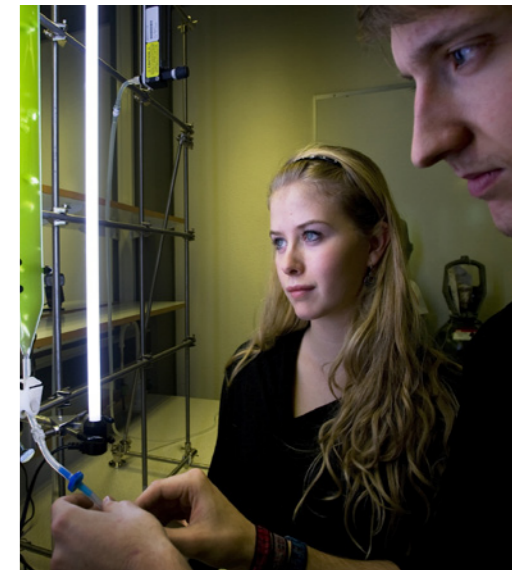


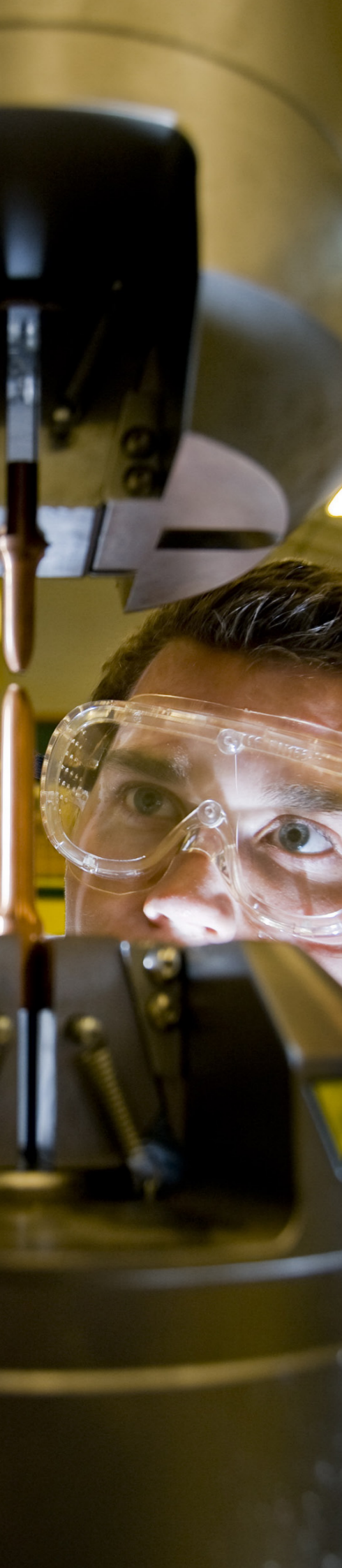


### 3. POLICY ON HUMAN RESOURCES

*Employees and students are the University of Iceland's cherished resources, and the University greatly emphasizes their welfare. Communications within the University are characterized by mutual respect and trust. The University strives to promote the welfare, well-being and health of employees and students, for example, through a good work environment, diverse job enrichment and motivation for results and quality in studies and work. Strong leadership, dynamic teamwork and creative individuals are the key to the University of Iceland's quality culture and excellence.*

- ▶ The University will continue to strengthen its administrative system and support services and improve work processes to facilitate the achievement of its goals.
- ▶ A meticulous hiring process and organized recruitment of employees is the foundation of the University's human resources policy. There are stringent requirements regarding qualifications for hiring and promotion between academic positions. The University wishes to recruit employees with diverse backgrounds, and for that purpose it will whenever appropriate advertise academic jobs internationally.
- ▶ The University seeks to improve the reception of incoming students and staff. Particular thought will be given to receiving and providing information to foreign employees and students. Laws, regulations, work processes and important announcements will always be accessible in Icelandic and English.
- ▶ New teachers will receive support in preparing their research and teaching career at the University of Iceland, for example, with special support from the University's Research Fund.
- ▶ The University of Iceland is a desirable workplace and strives to offer its employees competitive wages, taking performance into account.
- ▶ The University emphasizes job enrichment and offers employees varied possibilities to maintain and strengthen their job qualifications, such as courses for teachers, training for administrators and diverse instruction for all employees.
- ▶ Schools and faculties will establish consultative forums with representatives of the business community and society to discuss educational needs and the circumstances of graduates.
- ▶ With the participation of outside part-time teachers, the University of Iceland channels new currents into the University's work and strengthens ties with the business community and society. Efforts will be made to improve part-time teachers' wage terms and facilities and strengthen their position within the University of Iceland. A policy will be laid out regarding the desirable ratio of courses taught by part-time teachers to the total amount of teaching, the hiring process for part-time teachers, qualifications, training and provision of information to them.





- ▶ It is the University of Iceland's strength that diverse groups engage in studies at the institution, and it strives to provide an ambitious study environment and ensure equal opportunities to learn.
- ▶ Foreign employees and students will be encouraged to attend courses in Icelandic. Foreign Master's and doctoral students, depending on the relevant circumstances, will take a placement test in English before beginning studies.
- ▶ The University strives to provide employees and students with the opportunities of meeting the requirements of work and private life.
- ▶ All of the University's administrators shall ensure secure recording and preservation of information and its purposeful dissemination to employees and students. Employees and students are responsible for procuring the information necessary to enable them to engage diligently in work and studies.
- ▶ Efforts will be made to ensure general use of the University's on-demand document management system (Náma), including in schools and faculties.
- ▶ Internal monitoring at the University shall be strengthened. It shall, among other things, organize evaluations of selected aspects of the operations and propose reforms.

**In order to monitor the progress of the University of Iceland's human resources policy, the following key performance indicators will be used:**

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| ▶ <b>Employee turnover.</b>  | ▶ <b>Proportion of the employees participating in annual employee reviews.</b>       |
| ▶ <b>Job satisfaction in accordance with recognized opinion polls.</b>                     | ▶ <b>The average age of recently hired academic employees.</b>                       |
| ▶ <b>New employees' evaluations of their reception and instruction when starting work.</b> | ▶ <b>The proportion of employees applying for continuing and lifelong education.</b> |
| ▶ <b>Students' satisfaction in accordance with recognized opinion polls.</b>               | ▶ <b>The number of part-time teachers.</b>   |
| ▶ <b>Proportion of academic employees with PhDs.</b>                                       | ▶ <b>Comparability of wages and employment terms.</b>                                |

## 4. POLICY ON SOCIAL AND GLOBAL RESPONSIBILITY

*The University of Iceland is Iceland's premier educational institution and has far-reaching duties to domestic society, nature, culture and language. The University discharges its social and global responsibilities primarily through dynamic research and teaching.*

*It is important for the University to participate in development and innovative projects and to make its research findings, and new solutions emerging in the international academic community, available to the Icelandic society. It is important that the University's scholars engage in constructive criticism in their respective forums of expertise, and that they participate actively and professionally in public discussion. The University emphasizes that its employees and students shall be responsible citizens in a democratic society. As an international research university, the University makes an important contribution to the academic community, prepares its students to participate in the international community and provides them with training to meet the challenges of the 21st century.*

- ▶ The University's scholars are active participants in public discussion and promote the strengthening of Icelandic society through their expertise. They maintain objectivity and disclose any relevant financial or other vested interests involving their topics of discussion. They also avoid placing themselves in positions that compromise their academic integrity.
- ▶ The University seeks to strengthen ties with the business community in Iceland and to re-evaluate its course offerings in light of the changing needs of the society. The University thus promotes a vigorous Icelandic economy and thereby helps to provide its students with access to demanding future jobs.
- ▶ The University of Iceland is determined to strengthen research into the foundations of Icelandic society, including those relating to the strengthening of the Icelandic administrative and justice system.
- ▶ The University's scholars shall actively participate in diverse development through their expertise and thus promote innovation.
- ▶ All schools and faculties shall set goals and define ways to intertwine ethics and professional studies, strengthen ethical judgment and foster critical thinking.
- ▶ The University will set formal work rules regarding service research and sponsored work, which, among other things, shall stipulate regarding academic independence vis-à-vis buyers and sponsors.
- ▶ The University of Iceland will actively participate in informing immigrants with a university education of the options they have to utilize their education in Iceland. Efforts will be made to increase immigrants' application for studies at the University of Iceland.
- ▶ The University will lay out an ambitious environmental policy and wishes to increase people's understanding and knowledge of sustainability within the University as well as the larger community.





- ▶ Education for the public will be strengthened with broader dissemination of sciences and innovation, such as on the University's Icelandic Web of Science, the Youth Programme and with public lectures, symposia and other events. Students are urged to take an active part in such education, as has been successfully done, e.g., with the preventive work of medical, nursing and pharmacology students, legal aid by law students and Green Days of students in Environment and Natural Resource Studies.
- ▶ The University seeks to promote discussion on how to reduce attrition in upper secondary schools. Particular consideration shall be given to those at a disadvantage in the school system, for example, because of foreign origin or poor economic circumstances.
- ▶ The University shall meet the needs of society for continuing and lifelong education with a diverse offering of studies in faculties and the Institute of Continuing Education.
- ▶ Alumni activities will be strengthened in connection with the University of Iceland's Centennial, for example, by founding alumni associations and opening a special alumni website.

In order to monitor the progress of the University of Iceland's responsibility towards society and the surrounding world, the following key performance indicators will be used:

- ▶ The sustainability of the University of Iceland, in accordance with recognized criteria.
- ▶ The results of intertwining ethics and other studies in accordance with defined learning outcomes of courses and study programmes.
- ▶ The number of lectures, symposia and conferences at the University of Iceland open to the public.
- ▶ The number of interviews, talks and articles in mass media by the University's employees.
- ▶ The number of students in the University of Iceland Youth Programme.
- ▶ The number of questions and answers on The Icelandic Web of Science (operated by the University).

The Policy of the University of Iceland 2011-2016 was confirmed by the University General Forum on December 7th 2010 and by the University Council on December 17th 2010.

