

<b>Meeting of the UFI Board of Directors</b>	
<b>Date:</b>	March 9, 2021
<b>Time:</b>	2 hours (8:30-11:30)
<b>Place:</b>	Video meeting on Zoom
<b>Participants:</b>	<p><i>Board members:</i> Ólavur Ellefsen (Chair) Marita Rasmussen (Deputy Chair) Anders Bjarklev Marin Strøm (Staff Representative) Jónrit Halling (Staff Representative) Brandur Arnoarson (Student representative)</p> <p><i>Deputy board members:</i> Páll Isholm Heidi Poulsen Anna Kirstin Sigurðardóttir Martin Zachariassen Firouz Ga'ni (Deputy Staff Representative)</p> <p><i>University administration representatives:</i> Chik Collins (Rector) Johan Hansen (University Director) Súsanna Jógvansdóttir Golan (Executive Secretary)</p> <p>Could not attend: Elaine Munthe and Jóhannes Miðskarð (Deputy Staff Representative)</p>
<b>Minutes by:</b>	Súsanna Jógvansdóttir Golan

**\*See Faroese translation of minutes on page 7.**



***Purpose of the meeting: To report and discuss recent developments and to have general discussion regarding progress against the commitments and priorities of the Strategic Plan, 2020-2024***

## **Agenda:**

### **Part 1: 8.30-9.45**

1. Chair's welcome and approval of Agenda (Paper 1)
2. Approval of minutes from 24<sup>th</sup> November 2020 (Paper 2) and 5<sup>th</sup> February 2021 (Paper 3)
3. Finance Reports – from Head of Finance
  - a. 2020 – End of Year Report (Paper 4)
  - b. 2021 – Confirmed Budget (provisional budget approved at meeting of 24<sup>th</sup> November) (Paper 5)
  - c. Moving to a more detailed budget (short discussion)
4. Rector's Report on period since last meeting (Oral Report)
5. Regulations governing activities of the Board (continued from meeting of 5<sup>th</sup> February)

9.45 -10.00

*Comfort and Refreshment Break*

### **Part 2: 10.00-11.30**

6. Report on progress against commitments and priorities in the *Strategic Plan, 2020-2024* (Paper 6 – for presentation and discussion)
7. Regulations Governing Positions at the University of the Faroe Islands (Paper 7 – for information) and revised description of the position of Dean (Paper 8 – for approval)
8. Approval of appointment of Dean of Faculty of Education
9. Ministry Matters (for brief discussion):
  - a. Minister's Priorities for 2021
    - i. Campus Group
    - ii. External Evaluation
    - iii. Bologna
  - b. Other matters
    - i. Executive Order
    - ii. Data Protection Officer
10. University of the Faroe Islands, Language Policy (Paper 9 – for information and any comment)
11. Process for election of deputy student member and replacement of departing staff deputy member.
12. Chair's concluding remarks

*\*appendix for item 6 (paper 6) attached below at page 12.*



**1. Chair's welcome and approval of Agenda (Paper 1)**

The agenda for today's meeting was approved.

**2. Approval of minutes from 24<sup>th</sup> November 2020 (Paper 2) and 5<sup>th</sup> February 2021 (Paper 3)**

The minutes from the 24<sup>th</sup> of November and the 5<sup>th</sup> of February were approved. There were minutes from the meeting of 15<sup>th</sup> of January that were approved at last board meeting 5<sup>th</sup> of February.

**3. Finance Reports – from Head of Finance**

*a. 2020 – End of Year Report (Paper 4)*

We ended 2020 with a small surplus of 187.000 DKK which is 0.163% of the total grant. This is considered successful and is the result of good financial steering towards the end of the year which has included regular meetings with the head of finance, deans, university director and the rector. The reasons for the funds available for investment towards the end of the year are due to less spent on salaries than originally budgeted for (delayed appointments, less spent on external teachers and practicum for nurses and pedagogues, all largely to do with corona) and also less spent on travelling and hospitality expenses.

There was some discussion on where external income comes from which involves income from external projects and payment of courses by external parties.

It was suggested linking numbers to overview of activities by including some headlines of key performance indicators in future reports.

*b. 2021 – Confirmed Budget (provisional budget approved at meeting of 24<sup>th</sup> November) (Paper 5)*

The Head of Finance presented the proposed budget for 2021 to the board for approval. In most departments there is just a small growth compared to 2020 where in the department of History and Social Science the higher increase is due to additional members of staff and underbudgeting for 2020. For the administration 500.000 DKK is included in buffer. All deans have been presented to the budget and are happy with it. **The board then approved the budget.**

*c. Moving to a more detailed budget (short discussion)*

There was also some discussion about the possibilities for a more detailed/comprehensive presentation of the budget/accounts which would include also external project funding. At the moment the reporting is based on activities conducted within the main government budget. It was suggested that we collaborate with Martin Zachariassen, deputy board member and rector of ITU, and Anders Bjarklev, board member and rector of DTU, to see how this is approached at their institutions. Both board members welcomed the initiative, for which the rest of the Board expressed thanks. **Chik Collins/Johan Hansen to follow up with Head of Finance**

**4. Rector's Report on period since last meeting (Oral Report)**

The rector started with informing the board of the sad loss of our colleague Vár í Ólavstovu, who suddenly passed away last month. She was also a deputy member of the last board and had been promoted to associate professor recently. She is a big loss to the faculty of education and the university as well as to the wider society, as she was very active and passionate about teaching and Faroese language.

The rector then went on with updating about the covid situation in the Faroes. Last week we reached zero cases and since then there have been two confirmed cases. This means that life here is effectively normal and we have not been so pushed to adjust to online learning –



although that is a priority of focus as well where we are following up on results on survey of student and staff experience of online teaching and learning during lockdown and planning on taking related initiatives for improvement.

Recently, the rector together with the HR coordinator, has visited all departments and presented essentially the same presentation that was given to board at last meeting, updating on recent changes in the university structure, while HR has introduced the annual review concept (the 'My Contribution and Professional Development Conversation' – MCPDC) which has started at the leadership level already.

We are engaging in the student wellbeing discussion with developments on various levels. A recent survey conducted by the public health council (Fólkaheilsuráðið) shows that while the middle-aged group in the Faroes are doing extremely well in terms of mental health, the survey results for the young (18-34) are not good. Being aware of that these groups make up a majority of our students, we are being pro-active and looking into how best to support our students regarding mental health. The rector has contacted the Ministry about the matter suggesting that the free psychology service that the Ministry funds for students at Glisir (upper secondary school) will also be accessible for our students. Furthermore, we are also in discussion with two external psychologists/therapists regarding how to lift the understanding of mental health challenges within the institution involving the student counselling team.

Regarding assistance for dyslexia, we have allocated 100.000 DKK to invest in support for dyslexic students.

We are in progress of implementing the PURE Research Information Management System for the Faroe Islands which includes collaborations with other research institutions. It is expected to be progressed well by the autumn. It was asked whether the plan is only to register current staff or also involving former staff, where the reply was that we are starting with current staff and will then go to include the former staff as much as possible.

'Lindberg's house' is expected to be put on the market shortly. It was donated to us many years ago by Poul Johannes Lindberg and has been used for student accommodation since. It is not in good condition anymore and therefore we have decided to put it up for sale when the last tenant leaves in March. The idea is to purchase a flat instead that could be used for visiting academics.

We have recently assessed how older project surplus can contribute better to current university activities. The intention is to use some funds for two new temporary posts in the Faculty of Natural Sciences and Technology: One for a 3-year position, developing and supporting an engineering program, and the second one for a two-year position of scientific developer to support the development of a master's program in IT. This will be in collaboration with the IT association (KT felagið). A board member asked if we have the authorization to spend surplus for projects in this way and it was confirmed that we are very confident that we are able to do that.

Regarding new appointments, the Research and Enterprise unit has hired a candidate to a two-year, half time position in the unit starting in April. We also recently advertised a position for a year for maternity leave for the Executive Secretary position. There was a very strong field of applicants. After considering fully all of the relevant regulations for appointments, and consulting with both the Chair and the Deputy Chair of the Board, we are appointing two positions – with a total of 1.7 FTE. Both people are being appointed for one year only. This arrangement will allow us to cover some important additional tasks which we are not able currently to cover. We are also reorganizing things a bit to get the best division of tasks amongst all the relevant staff. This will mean that one of the new appointments will cover the main executive secretary's tasks while the other of the new appointments will also contribute in HR while supporting some wider aspects of University development, including a new initiative in external fundraising.



As the covid situation is currently very good on the islands we are planning on having a pre-Easter party for the whole university as it was not possible to have the traditional Christmas party this year.

**5. Regulations governing activities of the Board (continued from meeting of 5<sup>th</sup> February)**

The document only exists in Faroese, so the chair of the board gave a summary of the regulations in English. The document can be found [here](#). The plan is for the board to review the regulations, but the chair of the board suggested first getting it translated to English.

**Action point: Get document 'Regulations governing activities of the Board' (Reglugerð um virksemið hjá stýrinum fyri Fróðskaparsetur Føroya) translated to English.**

**6. Report on progress against commitments and priorities in the Strategic Plan, 2020-2024 (Paper 6 (attached as appendix) – for presentation and discussion).**

The rector summarised the report (see paper 6) shared with members before the meeting on progress towards the goals and commitments in the strategic plan and there was discussion around this. Overall, we are well on track towards the goals where some have been met already and the Board members expressed appreciation for the work that staff have been doing across the University, often in challenging circumstances, to achieve such good progress.

It was asked where we have positioned ourselves in the discourse on MeToo and sexual harassment which has been prominent in the countries around us recently. The university deals with that in a careful and focused way where we have a recently established policy on behaviour of harassment – one for students and one for staff. **Next report in August.**

**7. Regulations Governing Positions at the University of the Faroe Islands (Paper 7 – for information) and revised description of the position of Dean (Paper 8 – for approval)**

There are no recent substantive changes to the 'Regulations Governing Positions' document. The most recent changes were approved by majority of the board in email correspondence following the board meeting 24<sup>th</sup> November.

The document with job description for deans has been reviewed and the proposed changes were presented. **The meeting approved the proposed changes.**

**8. Approval of appointment of Dean of Faculty of Education**

Last year, deans on three other faculties had their appointments extended with agreement of the rector and the board. However, the current dean of Faculty of Education herself preferred for that not to happen in her case, and instead proposed that we should advertise the position of dean openly – indicating that she would apply, and would happily continue as dean if appointed, but would also happily continue in her underlying associate professor position if another candidate should be appointed. In the event, after a process of advertising internally and externally, domestically and internationally, we received one application. It was an excellent application and was submitted by the current Dean.

After rector's consultation with the chair of the board before this meeting, the rector recommended to the full meeting that the contract of the existing dean should be extended for a further three years. **The board unanimously approved the rector's recommendation and agreed that current dean in faculty of education will be appointed as dean for another three years.**

**9. Ministry Matters (for brief discussion):**

*a. Minister's Priorities for 2021*

i. Campus Group

The campus group has had their first meeting recently and will meet again this Thursday. The chair of the board proposed having some resources from the



university for secretarial tasks. **It was requested getting a 20% position allocated for the task. This was approved by the board.**

- ii. External Evaluation  
There will be a meeting this week with the Ministry where we need to push the initiation of external evaluation.
- iii. Bologna  
We are also stressing to the Ministry the urgency of having a national qualifications framework and entering the European Higher Education Area, which is important for us to continue the Bologna progress.

**b. Other matters**

- i. Executive Order  
There has been a recent meeting with the Ministry on this but with no concrete results yet.
- ii. Data Protection Officer  
The Ministry has appointed a Data Protection Officer (DPO) for all institutions under them. We are however uncomfortable with that in principle due to the arms-length principle. Therefore, we have suggested that the university would rather have an internal DPO. It was asked how this is being handled in the Danish universities. DTU for instance has their own internal DPO, as we would also prefer.

**10. University of the Faroe Islands, Language Policy (Paper 9 – for information and any comment)**

The language policy was presented. Comments involved the importance of taking advice from the government and wider society, but also realising what is actually realistic if we are to balance a pragmatic approach with a platform for developing in an international environment of research. Examples involved language of PhD thesis. In most cases it will be difficult to find qualified supervisors and opponents and wider collaborations if we necessarily stick to Faroese. This has also proven difficult in Iceland. Furthermore, it was mentioned that the policy does not mention anything in Danish, while several Danish textbooks are being used as part of our courses.

The rector acknowledged the feedback and mentioned that we need a continuous healthy debate within the institution to steer the policy in the right direction.

**11. Process for election of deputy student member and replacement of departing staff deputy member.**

The current student board member was originally elected as deputy member but took on the position as student board member when the originally elected student board member terminated his studies. Therefore, we do not currently have a deputy student board member. The rector therefore suggested that instead of having another election only to choose a deputy member, that the Student Council, which is elected by students, will appoint a deputy member. **The board agreed to that suggestion.**

One of the current deputy staff members has handed in his resignation from the university and will therefore also be vacating his position on the board. Therefore, the 5<sup>th</sup> elected staff member will step in his place upon his resignation. The new deputy member will be Anna Sofía Lava, Co-ordinator at the Research and Enterprise Unit.

**Action point: The chair of the board to invite Anna Sofía Lava to the remaining meetings of the year.**

**12. Chair's concluding remarks**

Next meeting will be on the 11<sup>th</sup> of May 2021.

**The meeting ended at 11:30**



## Føroysk umseting av fundarfrásøgnini frá stýrisfundi 9. mars 2021

*Endamálið við fundinum: At greiða stýrinum frá gongdini í seinastuni og umrøða framstiginu í nøkrum av høvuðsmálunum í strategiætlanini 2020-2024.*

### Fundarskrá:

1. Stýrisformaðurin bjóðar vælkomin, og góðkenning av fundarskrá (skjal 1)
2. Góðkenning av fundarfrásøgn frá 24. november 2020 (skjal 2) og frá 5. februar 2021 (skjal 3)
3. Fíggjarfrágreiðing – frá fíggjarleiðaranum
  - a. Fíggjarfrágreiðing fyri 2020 (skjal 4)
  - b. Fíggjarætlan fyri 2021 (varð fyribils góðkend til fundin 24. november, skjal 5)
  - c. Nágreinilig umrøða og lýsing av fíggjarætlanini
4. Frágreiðingin frá rektaranum – (munnlig frágreiðing)
5. Reglugerð um virksemd hjá stýrinum (framhald frá fundinum 5. februar)
6. Frágreiðing um gongdina í strategiætlanini 2020-2024 (skjal 6)
7. Reglugerð fyri størv á Fróðskaparsetri Føroya (skjal 7) og endurskoðan av starvslýsing hjá dekanum (skjal 8 – til góðkenningar)
8. Tilnevning av dekanum til Námsvísindadeildina til góðkenningar
9. Viðurskifti við Uttanríkis- og Mentamálaráðið (til stutta umrøðu)
  - a. Raðfestingar í Uttanríkis- og mentamálaráðnum fyri 2021
    - i. Kampusbólkurin
    - ii. Uttanhýsis eftirmeting
    - iii. Bologna
  - b. Onnur viðurskifti
    - i. Kunngerð
    - ii. Dátuverndarfólk
10. Málpolitikkur á Fróðskaparsetri Føroya (skjal 9)
11. Mannagongd í samband við at velja varaumboð fyri lesandi og avloysara fyri fráfarandi varaumboð fyri starvsfólk
12. Stýrisformaðurin tekur samanum

\*Fylgiskjal til punkt 6 (skjal 6) er viðheft á síðu 12.



### 1. Stýrisformaðurin bjóðar vælkomin og góðkenning av fundarskrá (skjal 1)

Fundarskráin fyri dagsins fund varð góðkend.

### 2. Góðkenning av fundarfrásøgn frá 24. november 2020 (skjal 2) og frá 5. februar 2021 (skjal 2)

Fundarfrágreiðing frá 24. november og frá 5. februar vórðu góðkendar. Fundarfrágreiðingin frá fundinum 15. januar varð góðkend á seinasta fundi tann 5. februar.

### 3. Fíggjarfrágreiðing – frá fíggjarleiðaranum

#### a. Fíggjarfrágreiðing fyri 2020 (skjal 4)

Vit høvdu eitt avlop upp á 187.000 kr., sum svarar til 0,163% av heildarjáttanini fyri 2020. Hetta er tekin um eina neyvna fíggjarstýring og úrslit av góðum og tøttum samstarvi millum fíggjarleiðara, dekanar, fyrisitingarstjóra og rektara. Avlopið fyri 2020 kemst av, at minni peningur er brúktur til lønir (seinkaðar starvssetanir, minni peningurin brúktur til undirvísarar, ið komauttanífrá, og upp á starvsvenjing fyri sjúkrarøktarfrøði- og námsfrøðilesandi, ið alt kemur av koronu) og til ferðing og umboðan enn væntað.

Tað var tosað um, hvaðan uttanhýsis fígging kemur, sum m.a. umfatar fígging til verkætlanir og undirvísingarskeið.

Skotið var upp, at vit frammyvir fáa yvirlit yvir virkseimi á Setrinum við at savna hagtøl. Hagtølini skulu vísa á hvøvdsgongdina á útvaldum økjum og veita lyklatøl fyri virkseimið.

#### b. Fíggjarætlan fyri 2021 (varð fyríbils góðkend til fundin 24. november, skjal 5)

Fíggjarleiðarin legði fram uppskot til góðkenning av fíggjarætlan fyri 2021. Samanborið við 2020 sæst ein lítil vøxtur á teimum flestu deildunum, tó sæst ein størri vøxtur á Sögu- og samfelagsdeildini, ið kemst av, at útreiðslur fyri deildina vóru settar ov lágt í 2020 og tí fleiri starvsfólk verða sett í starv í 2021. Ein upphædd á 500.000 kr. er sett til síðis til fyrisitingina. Allir dekanarnir hava sæð fíggjarætlanina og eru nøgdir við hana.

**Stýrið góðkendi fíggjarætlanina.**

#### c. Nágreinilig umrøða og lýsing av fíggjarætlanini

Tað var tosað um møguliga at hava eina meiri nágreiniliga og víðfevnda gjøgnumgongd av fíggjarætlanini, ið eisini umfatar verkætlanir, ið fáa fígginguttanífrá. Í løtuni umfatar frágreiðingin virkseimi, sum er fevnt av hvøvdsgjøgnumgongdini. Uppskot kom um, at vit samstarva við Martin Zachariassen, varastýrslim og rektara á ITU, og Anders Bjarklev, stýrslim og rektara á DTU, um hvussu hetta verður handfarið á teirra stovnum. Báðir stýrslimirnir tóku væl ímóti uppskotinum. **Chik Collins/Johan Hansen fylgja hesum saman við fíggjarleiðaranum.**

### 4. Frágreiðingin frá rektaranum – (munnlig frágreiðing)

Rektarin byrjaði við at kunna stýrið um andlátið hjá okkara starvsfelaga Vár í Ólavsstovu, ið bráðliga andaðist síðsta mánað. Vár var varalimur í síðsta stýri og var nýliga farin í starv sum lektari. Vár var eldhugað um føroyska málið og um undirvísing, og missurin av Vár er svárur fyri Námsvísindadeildina, Setrið og samfelagið sum heild.

Rektarin kom við eini dagføring av koronustøðuni í Føroyum. Í síðstu viku var eingin tilburður av koronu og síðani tá eru tveir tilburðir staðfestir. Tískil virkar gerandisdagurin stórt sæð sum vanligt og vit hava ikki í so stóran mun verið noydd at gera nógv við fjarundirvísing. Kortini ætla vit at raðfesta fjarundirvísing frammyvir, og vit ætla at fylgja við í úrslitinum av kanninginini um talgilda undirvísing og læring, ið var send lesandi og starvsfólki í tíðarskeiðnum tá samfelagið var afturlatið. Neyðug átøk verða gjørd, tá úrslit frá kanninginini liggja klár.



Rektarin og HR-samskiparin hava nýliga vitjað allar deildirnar og hildið ta somu framløguna fyri deildunum, sum eisini var hildin fyri stýrinum á síðsta fundi. Í framløguni vóru deildirnar kunnaðar um nýggjar bygnaðarbroytingar á Setrinum, og HR-samskiparin kunnaði um ta árligu menningarsamrøðuna (the 'My Contribution and Professional Development Conversation' – MCPDC), ið longu eru byrjaðar á leiðslustøði.

Vit eru farin undir at hyggja nærri at trivnaðinum millum lesandi og hvussu tað arbeiðið skal mennast á øllum stigum. Ein nýggj spurnakanning frá Fólkaheilsuráðnum vísir, at meðan fólk í miðjum aldri hava eina sera góða sálarheilsu, so eru úrslitini fyri tey ungu (18-34 ár) ikki góð. Vit eru greið yvir, at meginparturin av okkara lesandi eru at finna millum tey ungu 18-34 ár, og tískil ætla vit av okkara eintingum at vísa økinum serligan ans og kannu, hvussu vit á bestan hátt stuðla okkara lesandi í mun til sálarliga heilsu. Rektarin hevur tí sett seg í samband við Uttanríkis- og mentamálaráðið og mælt til, at tænanastan um ókeypis sálarliga hjálp, ið verður veitt lesandi á Glasi, eisini verður tøk millum okkara lesandi. Harumframt eru vit, saman við lestrarvegleiðingini, í samband við tveir uttanhýsis sálarfrøðingar um, hvat kann gerast fyri sálarheilsuna hjá teimum lesandi og á Setrinum sum heild.

Vit hava sett 100.000 kr. av til at stuðla lesandi, ið eru orðblind.

Vit eru í holt við at seta PURE Research Information Management System í gildi, ið er ein skipan, sum fevnir um samstarv við aðrar granskingarstovnar. Vit vænta, at arbeiðið við at íverkseta PURE fer at vera væl áliðið í heyst. Ætlanin er, at vit byrja við at fáa núverandi starvsfólk umfatað av skipanini og síðan fáa so nógv fyrrverandi starvsfólk sum møguligt umfatað.

Lindbergshús verður skjótt sett til sølu. Húsið var latið okkum av Poul Johannes Lindberg fyri nógvum árum síðan og hevur verið leigað út til vitjandi studentar. Húsið er í ringum standi og vit hava tí avgjørt at seta tað til sølu, tá ið tann síðsti leigarin flytur út í mars. Tankin er, at vit keypa eina íbúð í staðin, sum kann brúkast til vitjandi akademikarar.

Vit hava nýliga gjørt upp avlop frá gomlum verkætlanum, so tað kann beinast til verandi virkseimi. Ætlanin er at brúka nakað av avlopinum til tvær nýggjar tíðaravmarkaðar starvssetanir á Náttúruvísindadeildini: onnur setanin er eitt 3-ára starv at fyrireika eina útbúgving í verkfrøði, og hin setanin er eitt 2-ára starv sum vísindaligur mennari at fyrireika eina master-útbúgving í KT. KT-útbúgvingin skal mennast í samstarvi við KT-felagið. Ein stýrslimur spurdi um vit hava heimild til at brúka avlop frá øðrum verkætlanum á hendan hátt og vit eru rættiliga vís í, at tað letur seg gera.

Granskingar- og framtakseindin hevur sett ein starvsfólk í eitt 2-ára hálv tíðarstarv at byrja í apríl. Vit hava nýliga lýst leyst eitt 1-árs farloyvisstarv fyri leiðsluskriveran, ið fer í barnsburðarfarloyvi. Tað vóru nógvir eignaðir umsøkjarar til starvið. Eftir gjølla umrøðu og eftir at hava ráðfært okkum við stýrisformannin og -varaformannin varð avgjørt at gera tvey stórv, ið tilsamans eru 1,7 ársverk. Bæði starvsfólkini verða sett í 1 ár. Tað gevur okkum móguleika at loysa nakrar týðningarmiklar uppgávur, sum vit ikki hava havt fólk til at taka sær av. Vit hava eisini umskipað arbeiðisuppgávur hjá nøkrum starvsfólkum. Tað hevur við sær, at tað eina nýggja starvsfólkið fer at taka sær av høvuðsuppgávanum hjá leiðsluskriveranum, meðan hitt nýggja starvsfólkið eisini fer at hjálpa til í HR-deildini, herímillum at arbeiða við einum nýggjum átaki í samband við at útvega uttanhýsis fígging.

Av tí at koronustøðan í Føroyum er góð í lóttuni og tí tað ikki bar til at halda eina veitslu á jólum, ætla vit at halda eina várveitslu áðrenn páskir fyri øll á Setrinum.

## 5. Reglugerð um virkseimið hjá stýrinum (framhald frá fundinum 5. februar)

Skrivið 'Reglugerð um virkseimið hjá stýrinum' er bara til á føroyskum og tí gav stýrisformaðurin ein samandrætt av reglugerðini á enskum. Skrivið kann lesast [her](#). Ætlanin er, at stýrið skal



endurskoða reglugerðina, men formaðurin skeyt upp, at skrivið at byrja við verður umsett til enskt.

## 6. Frágreiðing um gongdina í strategiætlanini 2020-2024 (skjal 6)

Rektarin segði í stuttum frá strategiætlanini og gongdini at náa málunum (sí skjal 6). Samanumtikið eru vit komin væl áleiðis og summum málum hava vit longu rokkið, og stýrið segði seg vera væl nøgt við arbeiðið hjá øllum starvsfólkunum á Setrinum; eisini hóast arbeiðsumstøðurnar til tíðir kunnu vera avbjóðandi.

Tað var spurt um, hvussu vit fyrihalda okkum til kjakið um MeToo og kynsligan ágang, ið er sera nógv frammi í løtuni í londunum rundanum okkum. Setrið hevur tikið atlit til hetta viðkvæma evnið, og hevur nýliga sett ein politikk um ágang í gildi - ein politikk fyri tey lesandi og ein fyri starvsfólk. **Málið verður tikið upp aftur í august.**

## 7. Reglugerð fyri størv á Fróðskaparsetri Føroya (skjal 7) og endurskoðan av starvslýsing hjá dekanum (skjal 8 – til góðkenningar)

Tað eru ikki framdar broytingar av týðningi í skjalinum. Ein meiriluti av stýrslimunum góðkendi tær nýggjastu broytingarnar í teldupostasamskipti, sum var eftir fundin tann 24. november.

Skjalið við starvslýsingum hjá dekanunum er endurskoðað og tær tilmældu broytingarnar vórðu lagdar fram. **Stýrið samtykti tær tilmældu broytingarnar.**

## 8. Tilnevning av dekanum til Námsvísindadeildina til góðkenningar

Síðsta ár longdi rektarin og stýrið starvssetanina hjá trimum dekanum. Núverandi dekanurinn á Námsvísindadeildini ynskti ikki at fáa sína setan longda, men mælti til, at hennara starv varð lýst alment leyst. Dekanurinn ætlaði sjálv at sækja starvið og vildi feigin halda fram í starvinum, um hon varð vald, men í fall, at ein annar umsøkjari varð valdur, vildi hon eisini feigin halda fram sum lektari. Starvið sum dekanur á Námsvísindadeildin bleiv lýst leyst innan- og uttanhýsis, innanlands- og uttanlands, og tað kom ein umsókn. Tað var ein avbera góð umsókn og umsøkjari var tann núverandi dekanurinn.

Rektarin hevði ráðfært seg við formannin í stýrinum áðrenn fundin og rektarin mælti øllum stýrinum til at leingja setanaravtaluna hjá tí sitandi dekanum við trimum árum. **Stýrið samtykti einmælt viðmælið frá rektaranum og øll vóru samd um, at tann núverandi dekanurinn á Námsvísindadeildini skal halda fram í starvinum tey komandi trý árin.**

## 9. Viðurskipti við Uttanríkis- og mentamálaráðið (til stutta umrøðu)

### a. Raðfesting í Uttanríkis- og mentamálaráðnum fyri 2021

#### i. Kampusbólkurin

Tann nýsetti arbeiðsbólkurin hevur fyri stuttum hildið sín fyrsta fund, og bólkurin fer at mótast aftur hósdagin. Formaðurin í stýrinum skeyt upp, at skrivarauppgávur hjá arbeiðsbólkinum verða fíggjaðar við játtanini hjá Setrinum. **Uppskot var um, at peningur verður settur av til eitt 20% starv til tað arbeiðið. Hetta varð góðkent av stýrinum.**

#### ii. Uttanhýsis eftirmeting

Í komandi viku verður ein fundur við Uttanríkis- og mentamálaráðið har vit ætla at troka á fyri at fáa eina uttanhýsis eftirmeting av Setrinum í gongd.

#### iii. Bologna

Vit royndu eisini at vísa Uttanríkis- og mentamálaráðnum á týðningin av at fáa ein froyiskan førleikakarm (national qualification framework) og at sleppa við økið fyri hægri útbúgvingar í Evropa (European Higher Education Area), ið er



umráðandi fyri okkara áhaldandi arbeiði við Bologna-tilgongdini.

b. Onnur viðurskifti

i. Kunngerð

Ein fundur hevur nýliga verið hildin við Uttanríkis- og mentamálaráðið, men hann var uttan ítøkilig úrslit.

ii. Dátuverndarfólk

Uttanríkis- og mentamálaráðið hevur útnevnt eitt dátuverndarfólk fyri allar stovnar undir sær. Vit hava tó borið fram ynski um, at eitt lokalt dátuverndarfólk verður sett á Setrinum, ið eisini samsvarar betri við grundregluna um armslongd. Tað varð spurt um, hvussu slíkt verður handfarið á donskum universitetum. Til dømis hevur DTU sítt egna lokala dátuverndarfólk, soleiðis sum vit eisini kundu hugsað okkum tað.

### 10. Málpolitikkur á Fróðskaparsetri Føroya Føroya (skjal 9)

Málpolitikkurin bleiv lagdur fram. Tað komu viðmerkingar um, at tað er umráðandi at fylgja ráðunum frá myndugleikum og samfelagnum annars, men samstundis at hugsa um at finna eina javnvág, ið er realistisk og er til frama fyri at menna eitt altjóða granskingarumhvørvi. Málið í ph.d.-ritgerðum var nevnt sum dømi. Í nógvum førum er tað trupult at finna skikkaðar vegleiðarar og andmælingar og at fáa breitt samstarv í lag, um vit einans halda okkum til føroyskt. Hetta hevur eisini víst seg at vera ein trupulleiki í Íslandi. Harumframt bleiv nevnt, at málpolitikkurin einki sigur um nýtsluna av donskum, hóast nógvar danskar lærubøkur eru brúktar á okkara útbúgvingarskeiðum.

Rektarin tók viðmerkingarnar til eftirtektar og nevndi, at vit mugu halda á fram við at kjakast um málið á Setrinum, soleiðis at vit fáa bent politikkin á rætta leið.

### 11. Mannagongd fyri val av varaumboð fyri lesandi og avloysara fyri fráfarandi varaumboð fyri starvsfólk

Tað núverandi umboðið fyri tey lesandi var upprunaliga valt inn sum varaumboð, men hevur síðan tikið við sum umboð, tí umboðið, ið upprunaliga var valt, er liðugt við sín lestur. Tískil er einki varaumboð fyri tey lesandi í løtuni. Rektarin skeyt upp, at Ráð teirra lesandi, ið er valt av teimum lesandi, velur varaumboðið í staðin fyri at hava eitt nýtt val. **Stýrisslimirnir vóru samdir við uppskotinum hjá rektaranum.**

Eitt av varaumboðunum fyri starvsfólk hevur sagt seg úr starvi og fer tí eisini úr sínum sessi í stýrinum. Tískil fer tað starvfólkið, sum var valt sum nummar fimm, at taka hansara sess, tá ið hann fer frá. Tað nýggja varaumboðið verður Anna Sofía Lava, samskipari á granskingar- og framtakseindini. **At minnst til: Stýrisformaðurin skal bjóða Annu Sofíu Lava til fundirnar sum eftir eru í ár.**

### 12. Stýrisformaðurin tekur samanum.

Næsti fundur verður hildin 11. mai 2021.

Fundurin endaði kl. 11:30



## **Appendix**

University of the Faroe Islands  
*Strategic Plan, 2020-24: Tracking Priorities* (Board Meeting,  
9<sup>th</sup> March 2021)

### Education and Student Success

<b>Priority and Headline Progress</b>	<i>Narrative</i>
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<p><b>1. To invest in a Quality Unit within the University administration, led by a Pro-Rector.</b></p> <p><b>Headline Progress: Beyond Reasonable expectations but a long way to go.</b></p>	<p>The Quality Unit has been in operation for one year now and currently has 1.5 members of staff (including a new member 0.5 member of staff appointed in the past few weeks). The relevant Pro-Rector has recently reported on the first year of operation as follows:</p> <p><i>“Systematic work on quality, establishing guidelines, common understanding and routines was desperately needed across the University. Now <b>all programmes have quality assured profiles in English and Faroese as well as course descriptions developed according to the Bologna guidelines</b> (few exceptions). Making the QU a visible and integrated part of the organization has been a priority, for instance in establishing <b>the Quality Enhancement Forum (QEF)</b> and making sure that each faculty has at least one representative, who can talk about Bologna and quality enhancement at Faculty meetings (developing grass-root leadership, as we like to call it). It is important to find a balance between the level of detail in following the European Standard Guidelines (including the Bologna-process prescriptions) and the resources at faculty level, in order <b>to create a system that will last in the long run (and not only be a time limited success, which is a danger in a relatively scarcely resourced organization).</b>”</i></p> <p>The Unit has also been <b>supporting the development of new programmes</b> (see next priority). Quality assured programme descriptions are on the agenda now as well as, in particular, <b>evaluations</b>. The Pro-Rector reports:</p> <p><i>“Evaluation has been discussed in the Quality Enhancement Forum (QEF), a draft template has been sent out for comments, discussions will be held again in the QEF March 19<sup>th</sup> based on a template in Moodle ... (enabling us to get results/statistics for both courses, programmes and the university in general etc.). The discussion in the QEF will perhaps lead to further adjustment, and then a guideline will be worked out in QU. <b>The goal is to have it ready for use at the end of this semester, which means first time used in May.</b>”</i></p> <p>It should be stressed that there is also very good student representation on the Quality Enhancement Forum.</p> <p><b>I believe that the work of the Unit has surpassed reasonable expectations. There is a VERY long way to go, and we have started from a very low baseline in terms of quality processes. But the progress is very good indeed. Perhaps most pleasing is that the recent developments show empowered actors taking forward our key priorities on their own initiative.</b></p>
<p><b>2. To initiate a review of our portfolio of educational programmes by the end of 2020 and implement relevant changes thereafter.</b></p>	<p>We have <b>not yet been able to do this in the kind of systematic way perhaps envisaged at the time of drafting the Strategic Plan</b> – partly because of the scale of resources required to do that, also the lack of data required to inform it (though that is improving), and also to a degree the need to establish more and stronger collaborations with employers and others externally also to inform it.</p> <p>That said, there has been very significant progress (more than we might have achieved with a more systematic approach) in terms of:</p> <ul style="list-style-type: none"> <li>• <b>Restructuring of the previous three biology programmes into two</b>, with a greater degree of overlap and efficiency. First cohort started in August 2020, with increased recruitment. There are indications of an improved student experience.</li> </ul>



**Headline**  
**Progress:**  
**Substantial,**  
**but not (yet)**  
**systematic in**  
**the way**  
**originally**  
**envisaged –**  
**however it**  
**would be**  
**useful to**  
**discuss how**  
**best to**  
**progress**  
**(perhaps not**  
**quite so**  
**systematically**  
**after all).**

- **Phasing out of the previous three programmes related to energy and their replacement from this August by a new single programme in engineering** (with some special focus on energy, electrical and civil engineering), based on dialogue with external partners, and with investment in a new member of staff for an initial three-year period (from University funds).
- **Investment towards the delivery of a masters programme in IT**, based on dialogue with the IT Association of the Faroe Islands (KT-Felagið). An initial two- year position as a Scientific Developer is being advertised, to be paid for by University funds. We are in the process of creating a Professional Advisory Forum for this area, and that should impact also on the existing Bachelor's programme – I hope quite significantly.
- **The creation of a new masters programme in Leadership and Management**, in dialogue with the Municipality in Tórshavn, the education sector and also, more recently, the House of Industry. It is intended to be delivered on a flexible, part-time basis to employees in leadership and management positions in external organizations, with the employer paying fees – which they are very happy to do. **This will be delivered beginning in August.**
- The progression of **the Creative Arts programme**, which began in 2019 as a two-year diploma, to a three year bachelors (pathways in creative music and creative writing – the latter the first ever programme in creative writing in Faroese).
- Fairly advanced planning to **collaborate with the Music School in Tórshavn to create a third pathway in the Creative Arts programme** which will deliver the first year of a conservatoire education in music – quite possibly beginning in August. Students should be able to progress to second year conservatoire education abroad, with specific understandings being put in place with Royal Academy of Music in Aarhus and the Royal Conservatoire in Glasgow.
- Progress, in dialogue with the Ministry, **toward a master's Diploma in teaching Faroese as an additional language** – beginning with one course to be offered from autumn 2021.

The external evaluation of the University planned for this year will have a special focus on the **teacher education** and is very likely to generate changes there. There is already significant reorganization and improvement happening there, and also in the same Faculty's pedagogue programme.

The Minister has said in public that we should have a **dual intake of students to the pedagogue programme in the 2021-2022 session** – though we have not yet heard from the Ministry about that. There were similar statements last year about dual intakes for both pedagogues and nursing, but ultimately they were not funded and so have not happened.

Elsewhere, the Dean of the Faculty of Health is leading **an updating and restructuring of the nursing programme.**



**3. To ensure we have appropriate information on our students, their progression and their destinations, and that we consistently secure and respond to student feedback.**

**Headline Progress: Beyond Reasonable expectations.**

**Management information** was identified as a specific priority because it effectively underpins our ability to report on the achievement of other key priorities. We previously had very little in the way of such information.

Getting started properly with this was effectively delayed by 6 months because of corona, but **since September the University Director has been convening a regular Data Group and a great deal of progress has been made.** At the November meeting the Board received a report about **student progression and retention** from the Head of Student Services based on the 2019 entry cohort (see 4. below). We are now close to having data for all entry cohorts going back to 2014, and faculties are now receiving presentations on this to inform their future actions. ‘Number crunching’ to get reasonable time series data will take a bit longer.

More recently we have been able to undertake our **first survey of graduate destinations.** The implementation of the survey, via our new Student Counselling Team, was less than perfect, but the results (reported below) are pretty reliable, we believe, and are much better than we had anticipated. Implementation will be improved for the next survey, which we plan to undertake in June.

In terms of **student feedback, progress towards a regular system of student feedback on courses and programmes** is reported under 1 above – and students themselves are playing an active role in creating the system.

We are about to implement our **Student Satisfaction Survey, 2021** - see 4. below. In the late Autumn (with the Dean of the Faculty of Education taking the lead role) we also conducted **a survey of our students regarding their experience of remote learning during the corona lockdown last Spring.** The response rate was better – at 59% – and the resulting recommendations, together with the recommendations of a parallel survey we did of our staff, are being taken forward by the relevant colleague.

Other sources of student feedback include the Faculty-level study Boards and the regular monthly meetings we have with the Student Council – **the Collaborative Meeting between the University Leadership and the Student Council.**



**4. To have at least two thirds of students on track to successfully complete their programme of study on schedule, 85% indicating satisfaction in a regular survey and 70% progressing into graduate destinations within 12 months of graduation.**

**Headline  
Progress: We are able increasingly to identify the challenges and start to work to address them. A lot of work remains to be done.**

**Two-thirds on track?** Student retention and progression is rather polarised across the University, especially between the ‘newer’ parts (Faculty of Education and Faculty of Health) and the ‘older’ parts (the three other faculties). In the former areas, there is a high completion rate and students tend to complete on time or on track. The drop-out rate is not high, and in some cases low. In the latter areas, the situation is not as good and for too many programmes it is not good at all. There we find a combination of higher drop-out rates, sometimes very high, and slower progression towards completion.

If we calculate the ‘students on track’ figures based on students who remain with us, then several of our programmes make the two thirds bar. But if we take account of those who leave without an award, only a few programmes, at best, do that.

If we look just at our 3 and 3½ year bachelor’s programmes (which are in the older part of the University), then the data for the 2015, 2016 and 2017 cohorts shows very serious challenges of retention and progression.

We will do more work on how to present this data for the August meeting, and meantime will be actively sharing the programme level data with programme teams and challenging them to improve both retention and progression. **This is a really significant challenge which we must address in a number of ways.**

**Student Satisfaction:** We are about to implement our **Student Satisfaction Survey, 2021**. As continuing Board members will remember, the 2019 survey produced rather disappointing outcomes, both in terms of response rate (26%), and also in terms of the actual responses. Dissemination of results was very late, which was not good. We then worked carefully on the actual dissemination and agreed with students that we would delay a year before doing another survey. This time round we have an improved survey, based on extensive consultation, including with the students via the Student Council. There is also a detailed implementation plan and incentives for both students and staff to ensure an improved response rate.

I am confident that the response rate will be significantly higher, and we will learn something more from the responses received. I am not at all confident that they will as yet indicate high satisfaction, but we will make further progress towards that by the time of the next survey – perhaps in 2022, and if not in 2023.

**Graduate Destinations:** Data for those graduating between 1<sup>st</sup> Jan 2019 and 31<sup>st</sup> July 2019 (mostly in the summer), collected between October 2020 and January 2021, shows **84.6% in graduate destinations (graduate employment or further study). 99% are in employment – graduate or otherwise – or further study.**

Again, the picture is polarized between the newer and older parts of the University – as one would expect. The data will be helpful in focusing attention on programmes with less good graduate outcomes (for instance in Faroese Language and Literature and in Social Sciences). The data is not the best match for the Strategic Plan commitment (“within 12 months”), and we will look to address that in future, but it marks progress in terms of data collection and also answers some Faroese critics who have made erroneous claims about our graduate destinations.



<p><b>5. To maintain a focused discussion with students, government, and other agencies, generating enhancements to the learning, living and social environment of student life.</b></p> <p><b>Headline Progress: Discussions have been initiated and are being maintained, things are moving in the right direction, but, inevitably, as yet substantive enhancements are limited.</b></p>	<p>The key thing here is the <b>Strategic Campus Plan</b>: Following discussions at Board level last August, it was agreed that Board members would take up this issue with the Ministry and that the Chair of the Board would be appointed as Chair to the <b>Campus Development Group</b>, which had not been convened for some 18 months. <b>The first meeting was Thursday 25<sup>th</sup> of February</b> and it went very well (the Chair of the Board will speak about this more fully under item 8 on today's agenda). The Group includes representatives from all the relevant agencies on the Faroe Islands (the Municipality, the Ministry, Landsverk, the public housing agency) as well as staff and student representatives.</p>
<p><b>A. Training and development for staff.</b></p> <p><b>Headline Progress: Significantly improved and about to take a further big step with the implementation of Professional Development Plans via the MCPDC process.</b></p>	<p>This is not a Strategic Plan 'priority' as such, but it is a strong theme running through the description of our commitments. It is not an area in which we have been particularly strong in the past, not least because we only established a specific HR function in May of 2019. Some main developments have included:</p> <ul style="list-style-type: none"> <li>• <b>2019-2020, first course in in higher education pedagogy</b> for staff(10 ECTS) was delivered to a group of 18 colleagues by Faculty of Education staff. Feedback was very positive and there was a <b>demand to run it again in 2020-21</b> for a group of around 14 – which is now ongoing. The 'graduates' from the first cohort have established a teaching and learning forum, with some funding provided, to maintain a developmental focus in this area.</li> <li>• Most staff also, of course, received <b>training in the use of Zoom</b> for online learning back in March 2020– immediately prior to the lockdown. <b>An outcome of the survey on lockdown learning</b> is that there will be more training and support for staff in this area, provided in-house.</li> <li>• There has been new training for staff in terms of an excellent day course in <b>Faroese administrative law</b> (all administrative staff and programme leaders) and another in <b>archiving</b> (provided in-house) – and training has also been provided in <b>Microsoft Office</b> (Excel and Outlook – provided for all faculties separately by an external consultant).</li> <li>• Our IT Co-ordinator has delivered training sessions to all parts of the University on both <b>IT security and GDPR</b>.</li> <li>• Administrative staff from the faculties and student services are having regular workshops focused on <b>empowerment and alignment</b> of practice across the faculties.</li> <li>• <b>Training and development in the area of research and enterprise</b> will be one of the tasks of the Research and Enterprise Unit (see under Research and Enterprise priorities, below), and there have been some initial positive steps in <b>collaboration with the Research Council</b> (including a session on Horizon Europe with an expert external consultant, and the offer of follow-up conversations and support from R&amp;E Unit staff).</li> <li>• We are also in the early stages of trying to develop some kind of approximation to a <b>PhD School</b> – with support from a colleague from Roskilde.</li> <li>• <b>Training for the members of the Health and Safety Committee.</b></li> </ul>



	<p>However, the main new departure is the incorporation of a professional development plan for all staff as part of the system of ‘annual review’ which we are currently implementing for the first time, under the heading of the “My Contribution and Professional Development Conversation”.</p> <p>These plans will be collated, together with resource requests, and will be considered in relation to a <b>dedicated fund which we are creating from resources we have identified for the purpose this year, and perhaps next year</b>. We will then be having discussions with the Ministry about supporting us to fund professional development on a continuing basis.</p>
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## Research and Enterprise

<p><b>1. To invest in a Research and Enterprise Unit, led by a Pro-Rector, with capacity to support high quality external funding applications which will cover the costs of research.</b></p> <p><b>Headline Progress: Beyond Reasonable expectations.</b></p>	<p>We were not able to initiate this Unit as early as the parallel Quality Unit – due to the key staff member being on leave. However, there has been <b>rapid progress since September</b>, notwithstanding some other short-term challenges with staffing.</p> <p>We have now allocated funding for a two-year, half-time position to work with the existing full-time staff member and will soon announce the appointment (a PhD qualified person). We feel that we will now have a very good balance of skills (social science and natural sciences) and experiences and also a much-improved chemistry. <b>As with the Quality Unit, we are seeing empowered actors taking forward key actions on their own initiative, which is very welcome indeed.</b></p> <p>The Unit staff are convening a <b>regular Research and Enterprise Forum</b>, with each faculty represented by its new <b>Faculty Research Leader</b> (who is a member of the relevant Faculty Leadership Team).</p> <p>Staff have in the past six months been <b>collating data on our key research activity and funding in recent years</b> – especially research outputs, applications and awards. Right now, further information is being collated also on current projects, networks, and PhD supervision.</p> <p>The Unit has also been <b>implementing the new procedure for internal review and development of external funding applications</b>, which was discussed at the Board meeting in November 2020. The first proper test of this was in February with the main annual deadline for the submission of applications to the Faroese Research Council. The information I have is that the number of applications did not increase significantly, but that the more developed process means that they are stronger than previously in all the main respects. I see this as a positive outcome – in the initial stages I would have expected there to be fewer applications coming through (based on previous experience elsewhere).</p> <p>The Unit is also offering sessions for staff on applying for European funding, in collaboration with the Research Council.</p>
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	<p>Towards the end of 2020 we entered a collaboration with the Research Council and the National Library to purchase the PURE Research Information Management System from Elsevier, and our plan is to use it, with the support of government, for the Faroe Islands as a whole – for all of the publicly funded research institutions. We have both a Steering Group and an Implementation Group, with the latter involving both our R&amp;E Unit and IT-orientated staff. The implementation project, which will be supported by a consultant from Elsevier, will begin on the 15<sup>th</sup> of March, based on a series of prior meetings.</p>																					
<p><b>2. To have 60% of our academic staff named as authors on peer-reviewed research publications in any two-year period, and for all relevant staff to be on an appropriate research trajectory as evidenced by annual review discussions.</b></p> <p><b>Headline Progress: Excellent data collection allowing us to set new targets and to identify salient challenges.</b></p>	<p>OUTPUTS: Across our five faculties, the data for peer reviewed outputs in the two- year period 2019 and 2020:</p> <table border="1" data-bbox="512 622 1366 1120"> <thead> <tr> <th>Faculty</th> <th>% of research contracted staff (n) meeting criterion</th> <th>% of all academic staff meeting criterion</th> </tr> </thead> <tbody> <tr> <td>Health</td> <td>100% (n=4 of 4)</td> <td>59% (of 27)</td> </tr> <tr> <td>Education</td> <td>20% (n=1 of 5)</td> <td>4% (of 25)</td> </tr> <tr> <td>History and Social Sciences</td> <td>88% (n=14 of 16)</td> <td>66% (of 32)</td> </tr> <tr> <td>Natural Sciences and Engineering</td> <td>86% (n=12 of 14)</td> <td>61% (of 31)</td> </tr> <tr> <td>Language and Literature</td> <td>71% (n=5 of 7)</td> <td>55% (of 11)</td> </tr> <tr> <td><b>Total</b></td> <td><b>78% (n= 36 of 46)</b></td> <td><b>50% (of 126)</b></td> </tr> </tbody> </table> <p>So, it seems we may have set a target in this area which is too low – we lacked the data to know better and we initially aimed higher and then lowered the target in light of consultation with staff.</p> <p>In fact, we find out that a significant number of non-research staff are actually publishing, but also that we, in general but especially in some areas, do not have the desired ratio of research to non-research staff (especially in Education and Health). That is something we need to try to address, but resourcing of course becomes an issue.</p> <p>Prior to the introduction of our system of annual review, we had already taken important steps to address challenges with a group of assistant professors across four of our faculties who were at or beyond the point at which they should have been able to transition to associate professor positions. Each of them now has a 12-month contract extension linked to a focused work plan to establish an appropriate trajectory.</p> <p>All other staff in research positions will be expected to evidence an appropriate research trajectory in their MCPDC documentation, and Deans and other managers are being reminded to focus on that as part of the process.</p>	Faculty	% of research contracted staff (n) meeting criterion	% of all academic staff meeting criterion	Health	100% (n=4 of 4)	59% (of 27)	Education	20% (n=1 of 5)	4% (of 25)	History and Social Sciences	88% (n=14 of 16)	66% (of 32)	Natural Sciences and Engineering	86% (n=12 of 14)	61% (of 31)	Language and Literature	71% (n=5 of 7)	55% (of 11)	<b>Total</b>	<b>78% (n= 36 of 46)</b>	<b>50% (of 126)</b>
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Language and Literature	71% (n=5 of 7)	55% (of 11)																				
<b>Total</b>	<b>78% (n= 36 of 46)</b>	<b>50% (of 126)</b>																				



<p><b>3. To have 60% of our academic staff named as applicants on high quality, external funding applications for research projects in any two-year period.</b></p> <p><b>Headline Progress: Very good progress with data collection allowing us to identify and start to address salient challenges.</b></p>	<p>This data is still being collated and analyzed, but I am able to say at this stage that <b>the proportion of research active staff who submitted external applications in 2020 was 37%</b>. The highest proportion was in Faculty of Education, 60%, and the lowest were Natural Sciences and Engineering and Language and Literature, both on 29%.</p> <p>We will further check this data and use it as the base line for improvement in the coming years. It does not seem feasible to accurately get data for previous years, due to issues with record keeping.</p> <p>We need a higher proportion of our research active staff to be submitting research funding applications.</p>
<p><b>4. To encourage in particular research relevant to the social, economic, cultural and environmental needs of Faroese society, including as seen through the United Nations Sustainable Development Goals for 2030.</b></p> <p><b>Headline Progress: Probably already doing well, and not likely as yet to be any significant changes, but in the longer term we should be able to track through PURE</b></p>	<p>In this respect I think we are doing fairly well – it seems to me that the research we are producing is generally highly relevant to the Faroes, albeit we want to produce more.</p> <p>Relevance will be evidenced to a degree through the annual review of research and enterprise activity which we plan to produce for the first time soon (see under External Engagement and Partnership). Work is under way to produce the first such review – covering the year 2020 – before the summer.</p> <p>In implementing the PURE Research Information Management System, we will try to ensure that research that is directly relevant to the Faroes is tagged as such to give us some way of tracking relevance.</p> <p>We will also on PURE be able to link research to specific SDG Goals to which the research is relevant, and again this will enable us to some extent to track patterns of relevance over time</p>



A. Research environment, including leadership, support and mentoring

**Headline Progress:**  
**Some very important steps forward, but a long way still to go.**

This is an important ‘enabling measure’ for the achievement of the key R&E priorities. We have strengthened research environment and leadership with the appointment of the Pro-Rector and the creation of the R&E Unit and have now also appointed a research leader in each faculty as a point of contact and dissemination for the activity of the REU – as well as support and mentoring for staff. PURE will also have a significant impact.

The introduction of review processes for external funding applications is an important aspect of a research culture which was previously lacking. And we have begun also to create research groups – which we have also previously been lacking. We need to continue to do that.

More generally, we are working towards a stronger culture of leadership, support and mentoring, especially through the creation of new leadership positions in the Faculty Leadership Teams and also of the Extended University Leadership Team. Furthermore, we will seek to achieve a greater contribution in research leadership, support and mentoring from our professorial staff.

A very welcome boost to our research environment is that we are now to be the institutional host for the Island Studies Journal (2020-2024), with an institutional representative on the Board, and one of our staff becoming co-editor. We hope to see a special issue of the journal on the Faroe Islands during the period that we will be hosting.



## People and Organizational Development

<p><b>1. To review and develop our organizational structures, modernizing and professionalizing in line with developments elsewhere, and investing available resources to achieve that.</b></p> <p><b>Headline Progress: Beyond reasonable expectations at this stage – a lot of progress, especially given the circumstances of the past 12 months. But still a work in progress.</b></p>	<p>This was fully addressed at the meeting of the Board on 5<sup>th</sup> of February in the presentation by the Rector, regarding the enabling measures to support the implementation of the Strategic Plan.</p> <ul style="list-style-type: none"> <li>• Creation of Quality Unit and Research and Enterprise Unit, each under a new Pro-Rector</li> <li>• Creation of Faculty Leadership Teams</li> <li>• Substantial reorganization and strengthening of the administration – including registry/student services and HR</li> <li>• Creation of more developed and effective governance structure – University Leadership Team, Director’s Group, Faculty Leadership Teams and Extended University Leadership Team</li> </ul> <p>All of the above are functioning on a modernizing and professionalizing basis and are based on shrewd investment of limited available resources to secure maximum effect.</p>
<p><b>2. To at least double our investment in our Human Resources office, which will develop and lead on the implementation of appropriate policies for the University, including those for workload allocation, annual review and positive working relationships.</b></p> <p><b>Headline Progress: Good progress on investment, but more needed. Very good progress towards development and implementation of priorities, but much remains to be done.</b></p>	<p>We have increased our investment in HR by some 75% (though we were delayed by corona) and have also invested in some external consultancy to assist us with some of the challenges we faced in our Faculty of Education in particular. But we need to invest more in this area to get the University functioning well on a modern, professional footing. It is so important.</p> <p>We have designed and are now already implementing the system of annual review for staff – the MCPDC – which has been (and continues to be) a substantial task. Staff are responding very well at this stage.</p> <p>We have been doing a lot also on positive working relationships, in particular with our Faculty of Education staff, but also more generally, and the MCPDC process also has a strong focus on that.</p> <p>We have introduced a new policy against bullying and harassment, including sexual harassment (both for staff and students), and are dealing with issues at the level of practice as well as policy. We are developing a policy regarding communication which should be ready before the summer.</p> <p>And we have done a lot of work on our Regulations Governing Positions, on description of positions, promotion procedures, appointments of affiliated staff, and so on.</p> <p>See also training and development initiatives noted in Section 1.</p>



	<p>Workload allocation is probably the next big thing we will get to with our HR staff, but that will likely now be in the autumn.</p>
<p><b>3. To establish and maintain strong and consistent communication across the University, particularly between leaders and those they are responsible for leading, and with all other relevant stakeholders.</b></p> <p><b>Headline Progress: Major improvements achieved in most important respects, but more to be achieved.</b></p>	<p>Communication is significantly improved, both internally and externally. Some key aspects include (in no particular order):</p> <ul style="list-style-type: none"> <li>• Employment of a new and highly capable communication coordinator</li> <li>• Extensive consultation on the development of the Strategic Plan, 2020-2024</li> <li>• Regular communication to staff from the Rector on ongoing developments, primarily by email and through visits to faculties to meet with staff</li> <li>• Regular and effective communication with staff and students throughout the covid crisis, especially the lockdown period</li> <li>• Much improved recording of meetings and communication of actions agreed</li> <li>• Reconvening of a significantly restructured Collaboration Committee</li> <li>• Creation of the Extended University Leadership Team, meeting every six weeks</li> <li>• Regular and effective communication – meetings and email – with the Ministry</li> <li>• Introduction of the annual review conversations and documentation for all staff – the MCPDC process – which will significantly impact on manager-direct report communications</li> <li>• Creation of the monthly Collaborative Meeting between the University Leadership and the Student Council</li> <li>• ‘Open Door’ policy of the rector towards all staff, whether as individuals or as groups</li> <li>• Improved communication with other external partners, including trade unions, government agencies and other organisations, and employers’ associations (House of Industry and the IT Association).</li> </ul> <p>But there is much more to be done and we are engaging a new employee who will in part support our external relations and communication, including through fundraising.</p>

## The Faroese Language

<p><b>1. To develop and implement a clear language policy and be a language role model amongst universities in similar sized countries and territories with their own languages.</b></p>	<p>The Language Policy has now been through an extended process of development, involving all of the University Leadership Team and also the staff of the Faculty of Faroese Language and Literature. It has also been considered and welcomed by the University’s Collaboration Committee. It is being presented to the Board today for information and any comment.</p>
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<p><b>Headline Progress: Language policy ready for implementation.</b></p>	
<p><b>2. To promote the use and development of Faroese academic language, including precise scientific terminology in all disciplines, and to support the publication of high-quality academic work in Faroese.</b></p> <p><b>Headline Progress: Some notable progress and more to come.</b></p>	<p>This is already happening all the time since we teach almost entirely in Faroese, though working often with non-Faroese texts (thus leading to translation). The longer-term ambition must be to do it somehow more systematically, and that will take some thought. This, though, is an aspect of the new Language Policy on which the Language Forum, which the policy implementation will create, should focus.</p> <p>Discussions are due to continue with the Board of the University publishing house, Fróðskapur, which publishes our own cross-disciplinary Faroese academic journal, Fróðskaparrit, with a view to strengthening and developing activity in this area. Agreed measures will be developed and implemented. It is our intention to put some actual money behind this, but also to involve PhD students as part of their contribution and their professional development.</p> <p>In August we will publish a Faroese text on legal writing to support our law programme - <i>Some Essentials of Legal Writing and Communication</i>, suggested Faroese title <i>Nakrir aðaltættir í lögfrøðiligari skrivning og samskipti</i>. It has been written, in English, by an affiliated professor based in Iceland (Mike Karlsson), but is being translated into Faroese by Sprotin, and will be published by Fróðskapur in collaboration with Sprotin and our own Kári á Rógvi Institute for Law and Legal Research. The proceeds from the sale of the book, for which we also hope to get financial sponsorship, will be used to support the production of a Faroese Legal Dictionary.</p> <p>The Creative Writing pathway of our Creative Arts programme, which is now on a Bachelor's level, is in fact the first ever creative writing programme in Faroese, and this is supporting what our Vision statement refers to the "use and usability of the Faroese language" in an entirely new way.</p>
<p><b>3. To support the teaching of the Faroese language at all levels of education and its use and development in wider society, and to seek to do so also amongst Faroese people living abroad.</b></p> <p><b>Headline Progress: Pre-existing and notable contribution being maintained, with some improvements taking place year-on-year, but no major new departures as yet.</b></p>	<p>This is already happening to a significant degree – through the training of both pedagogues and teachers in the Faculty of Education, and through the work of the Faculty of Faroese Language and Literature. We are yet to properly consider how we might have some specific impact on Faroese people living abroad.</p> <p>For future meetings we will develop some clearer statement of current activity and of plans to strengthen our contribution in this area.</p>
<p><b>4. To support research in, and the teaching of, Faroese for non-native speakers, and particularly for those whose native language is other than a Scandinavian language.</b></p> <p><b>Headline Progress: First steps in the delivery of a new</b></p>	<p>The University has previously been contributing in this area – through the delivery of a two-week introductory course for Faroese language most summers (alternating between speakers of Scandinavian languages and others in a two-year cycle). The leading current textbook for learning Faroese has been co-authored by one of our members of staff.</p>



**master's programme being taken.**

We have had discussions with the Ministry towards planning a Master's Diploma in teaching Faroese as an additional language – beginning with the delivery of the first course in August 2021.

## External Engagement and Partnership

**1. To have a growing number of collaborations with partners on the Faroe Islands and internationally, providing innovative contributions impacting on societal needs.**

**Headline Progress: A notable and welcome growth in collaborations with external partners, all impacting on societal needs in clear ways.**

Recently initiated collaborations, reported previously, include those with:

- The Environment Agency (and also Landsverk), in creating the collaborative Geospatial Centre of the Faroe Islands with partial funding from the Research Council towards employing a full time staff member in geomatics (now in position)
- The Private Fund in Memory of Kári á Rógvi, in support of the also recently created Kári á Rógvi Institute for Law and Legal Research
- The Municipality of Tórshavn and others to create and deliver a new fee-paying Master's in Leadership and Management, starting in August.
- The Network of Universities of Small Countries and Territories to support our development (including, notably, becoming signatories of the Magna Charta Universitatum)
- Bakkafrost, which is funding a full-time research position over the course of three years in natural sciences.

More recently developing collaborations include those with:

- The Music School in Tórshavn to deliver the first year of a conservatoire education in music, linked to our existing Creative Arts programme
- The IT-Association of the Faroe Islands to achieve agreed aims in terms of IT education at the University
- The Ministry to create the new master programme in teaching Faroese as an additional language.
- The *Island Studies Journal*, to become institutional host of the journal for the next four years
- The University of Southern Denmark to deliver a collaborative research project in law, linked to our new legal institute.
- The National Library and the Faroese Research Council to purchase and adopt the PURE research information management system for the Faroe Islands as a whole.

On the other hand, we are saddened to be losing our collaboration with partners in Norway, Iceland and Greenland which underpinned our West Nordic Studies programme – just at the point when we started to achieve improved student success on the programme.



<p><b>2. To have 60% of our academic staff contributing to Faroese public debate, Faroese language publications for the wider public, or the preservation and development of the Faroese language.</b></p> <p><b>Headline Progress: A lot of evidence of a good contribution from University staff in this regard, though the data as such has not been collected (not a key priority to do so just yet).</b></p>	<p>We will aim to collect this data reasonably systematically going forward, but from what I am seeing University staff, and a lot of them, are visible and active in meeting this priority. It is not an area of concern, though we continue to promote the activity, including through our MCPDC process (encouraging staff to have an objective in this area).</p> <p>Board members may be interested to know that one of our administrative staff has recently been <b>nominated for the Nordic Prize for Literature</b>, and another member of academic staff is an <b>internationally renowned composer</b>. Our staff, more generally, are very accomplished people who are committed to public service and engagement and generally contribute very well in that respect, as well as in other respects.</p>
<p><b>3. To produce and disseminate, in Faroese and English, an annual review of research and enterprise activity, including dissemination activities, public engagement and collaboration with external partners, which documents outputs and impacts arising from the work we do and promotes continuing development of this work.</b></p> <p><b>Headline Progress: First publication by summer 2021</b></p>	<p>This work will be taken forward by the Research and Enterprise Unit, together with the Communications Co-ordinator, under the oversight of the Rector and Director.</p> <p><b>First review due by Summer 2021.</b></p>

## Resources

<p><b>1. To review the effectiveness and efficiency of our main operations, and to ensure that we appropriately incentivize delivery against our key commitments and priorities.</b></p> <p><b>Headline Progress: The key challenges are being crystallized and we will be stepping up efforts to address them.</b></p>	<p>Progress towards this priority is emerging from the wider discussion of progress against priorities laid out in this document – with key challenges in areas of student retention and progression being high on that list. Securing a greater number of staff applying for external funding is another.</p>
<p><b>2. To have year on year increases in resources received through external research applications and from enterprise activities and engagement with business and industry.</b></p> <p><b>Headline Progress: Data not yet sufficient to say.</b></p>	<p>The REU has collated data on this, but we are sure it is not sufficiently complete or accurate/reliable at this stage. More focused work will be done on this in the coming months – between the REU and Finance, involving the Rector and Director.</p>
<p><b>3. To strengthen our use of digital platforms, and work with external partners to develop new digital capacities, to support the existing and emerging needs of our University.</b></p>	<ul style="list-style-type: none"> <li>• Investment in Zoom and purchase of hardware to support its use – as well as training and support for staff. More training and support in the pipeline.</li> <li>• We have invested substantially in our student information system, Provbókin, to improve functionality (which was very limited for our needs previously) for the short-medium term, while we at the same time participate fully with a wide range of partners to develop and delivery of a new IT solution for the whole education sector on the Faroe Islands.</li> </ul>



**Headline Progress:**  
**Quite a lot of progress**  
**in a limited time**  
**period, but we are**  
**definitely behind in**  
**terms of digitalization**  
**and need to do more.**

- Investment in improved IT security (following serious cyber attacks in Spring 2020)
- Purchase of two higher-powered servers to increase capacity for research and development work, and hopefully to support improved collaboration with other research institutions on the Faroe Islands.
- As mentioned previously, collaborative purchase and adoption of the PURE research information management system, working with the Research Council and the National Library, to deliver for the Faroe Islands as a whole.