Strategy 2023-2028

Department of Communication

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The Department of Communication is a multidisciplinary department at the Faculty of Humanities, University of Copenhagen. The department houses seven distinct programs, while research is organized in eight sections and two centers. With an excellent academic level, the department has a strong international outlook, and stays in close contact with society stakeholders.

Researchers at the Department of Communication are leaders in their field, have a shaping voice in public debate and contribute to societal development. The educational programs are attractive, and graduates come with solid professional skills and state of the art knowledge of their fields.

Ambition

The Department of Communication (COMM) aims – in a complex, globalized and digitized world – to provide educational programs and conduct research that develop and extend knowledge of, and solutions to, societal tasks and challenges. It is COMM's ambition to create local academic environments stimulating visionary, innovative, and agenda-setting international research as well as relevant and aspiring educational programs.

The various disciplines of the department strive to benchmark themselves against the best international academic standards, ensure equal and good career and development opportunities for early career researchers and more experienced staff alike.

COMM exists to contribute to essential and relevant international research and to educate competent graduates who contribute to society. COMM's educational programs and research have a modern, society-oriented profile, where research is oriented towards important societal issues.

COMM's core academic disciplines include communication, media, learning, philosophy, and information, with a particular focus on society, culture, digital information and communication technologies.

A central aim for COMM is contributing to the development of new ways of both understanding and conducting humanities education and research, with particular emphasis on digitalization and interdisciplinary collaboration. It is thus COMM's ambition to bestow positively to setting the agenda and direction for the Faculty of Humanities at the University of Copenhagen.

To achieve our strategic ambitions, the department will be guided by five strategic guideposts during the years to come:

A. Our candidates get jobs soon upon graduation.
B. Our research is important, relevant, and high impact.
C. We are committed to the changes that digitalization creates in society and culture.
D. We combine different academic traditions and disciplines.
E. We want an inclusive and collaborative community.

Strategic guideposts

Our candidates get jobs soon upon graduation
COMM educates in-demand graduates and competent citizens

An essential part of our commitment to society, and direct impact of research, is the students graduating from the department. It is the ambition of the department that our graduates are relevant to, and in demand on the labor market and contributes positively and competently to society. For the students themselves it is personally and professionally crucial that they are in demand in the labor market and that they find relevant academic employment.

It is the department's ambition to help and support graduates in entering the job market. It is clearly important for graduates to experience that their qualifications and skills are in demand, and that what they have learned at the university is of value to society. Indeed, teaching at the university also becomes more meaningful when students' job prospects are good, and further strengthens the way in which research is to contribute positively also to the study environment.

It is the department's ambition that our graduates are in demand in the labor market and society, also such that the respect for the humanities, humanities research and humanities graduates is strengthened.

Our research is important, relevant, and high impact
COMM contributes significantly to the agenda in international research and public debate

Research at COMM contributes to understand, address, and communicate key issues in society and culture; media, information, and technology; philosophy and ethics. It is the department's ambition to create research communities contributing to international research at the highest level through relevant collaborations, networks, publications, and conferences, etc.

Research at the department has significant impact both with the international research community as well as the public debate related to societal, epistemological, and cultural challenges that come with a complex, globalized and digitalized world.

As a multidisciplinary department, it is of paramount importance to protect the intellectual freedom to both choose and pursue different methodological and analytical approaches. Researchers at the department have different publication strategies and different templates of impact.

The ambition is that the research at COMM is to be measured and assessed in accordance with its importance, relevance, and impact - not just on how much individual researchers publish. Therefore, the department will develop a framework for how research may be assessed and measured as important and relevant while having impact along the disciplines the department houses.

We are committed to the changes that digitalization creates in society and culture
COMM's research and education ask critical questions about digitalization and develops responsible, innovative digital methods, theories, and frameworks of understanding

Digital technologies have radically changed society in recent decades. Most people use digital technologies in their everyday life, during their education, at work as well as at home. In the years ahead, technologies using machine learning/artificial intelligence will also become part of our everyday lives.

These digital technologies will impact most disciplines, and we are to fundamental ethical, political and cultural questions about these technologies, their impact on human autonomy, democracy, our societal structures and institutions.

We will therefore need to rethink our educational programs and research as these technologies are baked into subject matter, methods, practices as well as societal and organizational structures in which they are embedded.

It is the ambition that the different disciplines making up the department are at the forefront of novel digital developments.

We combine different academic traditions and disciplines

COMM's research and education addresses a wide range of society's complex challenges by involving different disciplines

Complex societal challenges need to be addressed in a multidisciplinary approach. This requires both strong professional environments and structures that facilitate collaboration across professional environments.

The disciplines of the department complement each other and in unison form a creative framework for exploring many of society's major challenges. As a multidisciplinary department, COMM is in a unique position to grow research teams that may address major societal challenges while offering students both academic depth and interdisciplinary modules and educational programs as a result of the collaboration across the department's fields and faculty.

It is COMM's ambition to strengthen the intersections between the department's programs and to support collaboration among the various research environments at the department - as well as nourish interdisciplinary collaboration across the university and together with relevant national and international environments.

We want an inclusive and collaborative community

COMM strives to promote well-being, job satisfaction and equal treatment -- and to reflect the diversity of society

At COMM, we believe that organizations promoting equality, diversity, and inclusion are more creative, fun, agile and simply come with a stimulating work culture. The way we treat each other has an impact on our well-being and work environment. In our community at the department, we embrace and respect each other's professional differences and competences.

It is the department's ambition to secure an inclusive workplace while through recruitment have a diverse group of employees. It is important that all employees are involved in the workplace and feel that their ideas, presence, and efforts are valued and included in the operations of the department.

It is the department's ambition to ensure equal and good career and development opportunities for both early career and more experienced staff, irrespective of gender, race, religion, political opinion, sexual orientation, age, disability or national, social, or ethnic origin.

Actions, experiments, and activities

The department's strategic guideposts are propelled by different types of actions, experiments, and activities anchored in the department's research and education environments and administration.

All units of the department have developed and subscribed to proposals for actions, experiments, and activities forming the basis of the department's annual Action Plans.

A number of actions cut across the department's units, including:

- Guidepost A: strengthen cooperation with alumni panels and other external partners, boost alumni culture, establishing business networks, creating a survey of graduates, strengthening areas of careers and learning.
- Guidepost B: strengthen internal collegiality feedback, prop up collaboration with external partners, support open science projects and workshops on dissemination of research.
- Guidepost C: provide education/courses in digital topics and challenges across HUM, bolster public outreach in relation to digital issues while securing the didactic and professional development in the digital field.
- Guidepost D: empower and explore opportunities for collaboration on education and research across department units.
- Guidepost E: strengthen onboarding of newcomers, colleagues including workshops focusing on well-being, work environment, inclusive language, manners while securing diversity in recruitment.

Process and involvement

COMM's strategy has been developed in a close and participatory process through which employees and leaders have actively contributed to the development and qualification of guideposts and actions.

The first draft of the guideposts was discussed in June 2022 in the department's Coordination Committee (all heads of sections, centers, programs, and PhD coordinator, chair of study boards, and ILT). The guideposts and a first review of action points were discussed and workshopped with all staff at the department seminar in August 2022. The final guideposts were endorsed by Coordination Committee in September 2022.

All units of the department prepared actions, experiments and activities in October and November 2022. The first draft of the final strategy was discussed in the Coordination Committee in December 2022, the second draft discussed at a department meeting in December 2022 and then put to hearing at all units, councils, and committees at the department.

The final version of the strategy was completed by ILT in January 2023 and sent to the dean's office on February 1, 2023.