UiO : Department of Pharmacy
University of Oslo

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Strategy 2018-2024

Department of Pharmacy

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Strategy, Department of Pharmacy, 2018-2024

This document defines and describes the School's strategy for complying with the requirements and expectations imposed by Norwegian and foreign authorities in respect of pharmaceutical education and research in EU directives, Norwegian legislation, Norwegian white papers and social developments both nationally and internationally. This strategy is in line with that contained in the UiO's general guidance documents.

It provides guidelines for decisions and choices made at both departmental and section levels and for individual employees.

Main objectives:

Pharmaceutical science for better health

- The Department of Pharmacy shall be an internationally recognised environment for pharmaceutical science.
- We shall educate outstanding pharmacists who will always be in demand in society.
- We shall be an attractive joint venture partner.
- Our research, education and innovation shall be future-oriented, with high international standards.

Pharmaceutical research and education constitute the basis of our activities.

All our activities are conditional on the interaction which takes place between basic natural sciences, pharmaceutical technology and health and social sciences. This creates convergence and forms the basis of both technology-based value creation and the future development of pharmacists in their role as health personnel.

In its role as a contributor to the provision of modern health services, the School shall be a major knowledge provider in respect of all matters relating to pharmaceuticals, pharmaceutical development and the rational use of pharmaceuticals.

When cooperating with other providers, the School shall strive to highlight pharmaceutical research as being strategically important in the University's commitment to life sciences (UiO:Life Sciences).

Organisation and organisational culture

Education, research, presentation and innovation shall be pharmaceutically relevant and serve as key areas of responsibility for all the School's academic sections.

Optimal operation and utilisation of resources, cooperation and good decision-making processes

- The organisation shall be flexible in order to ensure the best possible utilisation of its resources.
- The School shall strive to have good, effective systems and processes in order to ensure good communications between research, education and administration.
- Due to the current size of the School, its division into three academic sections is a natural split. The School's Administration Section is also included as a separate section within its organisational structure.

- The School's academic sections should be more or less the same size, and their composition shall be optimised in relation the utilisation of expertise. Interdisciplinary cooperation on education and research should take place across the sectional divisions.
- Whenever possible, technical personnel should be specialists in respect of the methodology and equipment which is used by the sections that they are associated with. It should be possible for their specific technical knowledge to be employed in the best possible way across all sections and academic areas.
- In order to ensure that pharmacy is retained as a professional study, ongoing assessment should take place to determine the most suitable faculty affiliations.

Research groups

- All scientific employees and emeriti shall belong to at least one group of researchers.
- The activities of our research groups shall have high scientific standards and social relevance, and in order to ensure that we achieve our objective of having high international standards for our research, the size of these groups should be adequate and they should have more than one permanent scientific employee.
- Research groups are established/closed down subject to the submission of applications to the management. The criteria which apply to such applications are defined by the management and approved by the Board.

Recruitment and the acquisition of expertise

- The School shall engage in active job recruitment, especially when the experience of the field of applicants is limited.
- Basically the School shall, to the greatest extent possible, possess the expertise necessary for ensuring that it complies with the educational requirements stipulated in EU Directive 2005/36/ec, but in some cases it may be possible to obtain such expertise from other departments, companies and domestic and foreign universities when the Department is unable to provide such expertise itself.
- The School shall provide employees in all employee groups with opportunities for developing their careers and expertise.

The School shall engage actively in HSE work

- The School's working environment shall be safe and inclusive and provide development opportunities for individual employees within the framework of their jobs.
- The School shall make use of electronic tools when such is most appropriate, e.g. EcoOnline.

Education

Outstanding education which is always in demand in society

- EU Directive 2005/36/ec and society's requirements form the basis of the School's pharmacy education.
- Education shall be research-based and up-to-date, employing student-active teaching methods and examinations. Learning outcomes shall be understandable and courses shall be provided in a logical order and provide students with meaning.
- It is expected that the School's studies will allow for increased interaction and teaching to take place with other professional studies at the UiO and other universities and colleges. One of the conditions for this is that the learning outcomes shall be determined by the School.
- Optional courses on the syllabus shall provide students with the opportunity to undertake courses at other national and international colleges/faculties which are pharmaceutically relevant or which boost their Masters' degrees.
- As an integrated part of their Master's theses, students should have the opportunity to have contact with international environments and if necessary spend brief or extended periods of time studying abroad.

- The School is keen to encourage its best students by ensuring that highly talented students are able to acquire extra academic challenges.
- The School shall tighten up its criteria and adopt a united attitude towards adequate compliance with its various learning outcomes.

Future educational development

- The School shall set up a group which shall look at how it can acquire a Centre of Excellence in Education (CEE) for pharmaceutical science within the next five years.
- The School shall investigate the need for developing regulatory expertise in respect of medicinal products.
- The School shall look at the opportunities available for making its courses available to both national and international exchange students.

Future "3+2" organisation of studies

- In time the School is seeking "3+2" organisation of its studies, although on the condition that the admission requirements for MEROD are retained and the framework conditions are not impaired in relation to the current standards.
- The School primarily wants students who have a B.Sc. to be authorised as prescriptionists and students with an M.Sc. to be authorised as pharmacists.
- "3+2" organisation could allow B.Sc. level students with a non-pharmaceutical background to take a Master's degree at the School, but without gaining authorisation as prescriptionists.

Continuing and further education (EVU)

Pharmacy studies shall provide a basis for lifelong learning and continuing and further education shall provide pharmacists with the help and additional studies required for achieving such.

- The School shall strive to obtain public funding for EVU through credit funding.
- The School's EVU studies shall fall within its natural areas of educational and research.
- A separate EVU Committee shall fall under the auspices of the Academic Affairs Committee.

Research

The School shall adopt specific fields of research.

In this context "fields of research" means research activities which are pharmaceutically and socially relevant, which have high scientific standards and which have development plans for young researchers and plans for internal Master's theses. Convergence and synergies with research communities at UiO:Life Sciences may also be included as important aspects of one of the School's fields of research.

- A Scientific Advisory Board (SAB) shall be set up with three external members who possess broad expertise and who shall evaluate proposals for fields of research submitted by the School's academic groups, its management, the Board or the SAB itself. The SAB shall be appointed by the Head of the School in consultation with the management and the Board. A mandate shall be drawn up for the SAB which shall be adopted by the Board.
- Proposals for fields of research shall be presented by describing the direction and objectives of the research concerned in line with pre-defined criteria. Important criteria will include pharmaceutical relevance, scientific quality, recruitment/research profiles for young researchers and plans for internal Master's theses and opportunities for external funding. Where relevant, convergence and synergies with fields of research at UiO:Life Sciences will also be important.
- The management shall submit proposals for fields of research to the Board for its final decision. In the event that the School's management rejects a management proposals, the matter can be brought before the Board.
- Fields of research shall be the subject of continuous evaluation within the research groups and by the management every second year. Retaining a field of research is contingent on continuous progress being made in respect of applications for external funding, presentation, publications in

recognised periodicals, international networks and internal Master's theses, as well as PhDs being completed within the normal time.

- The School's criteria for applications and evaluation shall be adopted by its management. Good, open dialogue and processes with the academic groups are necessary when conducting work on full criteria relating to proposals for and the evolution of fields of research.

Research shall be future-oriented, with high international standards.

- In order to retain high academic standards, the School shall, as far as practically possible, improve the opportunities available for more continuous time for research and good interplay between research, education and administration.
- In order to ensure good academic developments, the School shall seek to acquire a culture which encourages generosity, the sharing of expertise, assistance with writing applications, communication and dissemination.
- The School shall ensure that scientific employees shall be able to develop and maintain international networks which includes placing strong focus on studying abroad and research sabbaticals.
- Researchers shall follow international trends and ensure that their research has high international standards.
- Research shall be conducted in research groups and shall be associated with the field of research of the group in question. Individual research groups shall be organised internally so that young researchers can develop their own research profiles after completing their PhDs, although this must take place within the field of research of the group concerned. The activities of research groups shall also include Master's theses for students.
- The Department of Pharmacy (FAI) is a small school in terms of resources and manpower. Consequently it is important all its research groups and sections cooperate in respect of using equipment, operating assets, expertise and obtaining external research funds. The School shall also ensure that it shall be possible to undertake such cooperation in the best possible manner.
- Research funded by the School's basic funds shall comply with its current fields of research. Research conducted outside these fields of research is contingent on the researchers in question obtaining external funding to cover their actual expenses.

Innovation shall also be a natural part of the School's research.

Innovation means everything which is new, useful or utilised.

- The School's research groups shall exploit any opportunities for innovation and commercialisation which arise and which are considered to be achievable following joint evaluation with Inven2.
- The commercialisation of innovations is expensive and research groups must obtain external funding for their work by cooperating with inven2 or another external partner.
- The School shall have its own innovation strategy.

Presentation, communication and visibility

The School shall increase its visibility in external environments (student recruitment, employee recruitment, network-building, international research cooperation, etc.)

- The School shall develop networks and constantly cultivate contacts with any external environments, such as pharmacies, industry, administrative bodies, etc., which employ its newly-qualified candidates, so that its education and research are updated in accordance with the needs of society in the short and/or long term.
- The School shall strive to influence key government authorities which make decisions which affect its fields of study.
- The work undertaken by the School to highlight and improve the promotion of its educational, research and innovation activities shall include setting up a full-time or part-time position. The School's communication employees shall act as media contacts with the trade press and other

media, they shall work on the School's website, and they shall cooperate with other communications employees at the faculty and the university, etc.

- The body of students at the School shall consist of the best students from sixth form colleges, who have high ambitions, varied interests and a balanced gender composition.
- In order to reduce the number of students dropping out of their studies, student recruitment shall ensure that applicants have an understanding of the studies they are applying for and for the subsequent career paths and opportunities that are available.

UiO:Life Sciences and the Life Sciences Building

- The Department of Pharmacy shall have a natural place in the work conducted by UiO:Life Sciences.
- The School shall cooperate closely with other research groups associated with UiO:Life Sciences in order to develop and maintain research groups with high European standards in the field of pharmaceutical research.
- In the future the Department of Pharmacy shall also exist as a unified organisational unit in order to ensure the quality and relevance of its professional education and compliance with EU Directive 2005/36/ec.