



UNIVERSITY  
OF BERGEN



*Strategy 2026–2030*

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**SHAPING SOCIETY  
THROUGH  
KNOWLEDGE**



Hva er vitenskap?  
Hvorfor er forskning viktig?

Institutt for forskning på utdanning, helse og arbeid

WILHELM IV UNIVERSITET

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With its proud history, the University of Bergen (UiB) shapes the present and forms the future. Our foundation traces back to the establishment of Bergen Museum in 1825 and Bergen's role as an international meeting place since the Middle Ages. UiB was founded in 1946 as a central part of building Norway as a knowledge-based nation. The close connection between the Bergen Museum, UiB and the inhabitants of Bergen has been a cornerstone of this development, as illustrated by this photograph from the celebration of the 100th anniversary of the Bergen Museum in 1925.

# SHAPING SOCIETY THROUGH KNOWLEDGE

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The University of Bergen (UiB) is an international research university with long-standing scientific traditions and a national responsibility to maintain and develop a broad range of academic disciplines. We are a classical knowledge and culture-bearing institution grounded in European university ideals. Academic freedom is a fundamental principle and a prerequisite for our scientific activity. UiB is committed to safeguarding the independence of our academic staff and the conditions for research and education.

Long-term, fundamental research and research-based education of high international quality form the foundation for all our activities. Our broad academic scope provides unique opportunities for mobilisation, specialisation and collaboration across disciplines in addressing future challenges. The greatest strength of UiB lies in its people who through their work and studies contribute to knowledge that shapes society.

We develop knowledge through a democratic university community and an academic culture that promote scientific integrity, open dialogue and critical thinking. We are a diverse university grounded in common values of trust, participation,

and inclusion. We stand together with colleagues and students internationally in defending academic freedom.

The world is facing major societal and environmental challenges, as well as new technologies and digital transformations. Independent, research-based knowledge is essential for addressing global challenges and for ensuring an informed society with engaged and equitable citizens. Democratic societal development, alongside sustainable and technological transformation, depends on research, education and knowledge transfer from UiB. Through our strong academic communities, our diverse educational offerings, our culture and our organisation, we contribute to sustainability and to strengthening democracy and the rule of law.

UiB is both a nationwide and an international university. Situated in the heart of Bergen, we are an integral part of the city, its culture and the working life. UiB works purposefully to promote and develop both the knowledge city of Bergen and the surrounding region as an international hub for science, art and culture.

## Vision

UiB shall be among Europe's leading universities, internationally recognised for its high quality in research and education. As a societal institution, we will contribute to sustainable and democratic development and be an attractive and inclusive place of study and work.



Since its foundation in 1946, UiB has had leading research environments in marine and climate research. This research contributes to a fundamental understanding of ocean dynamics and ecosystems, as well as to advances in marine technology and administrative law.

# RESEARCH AT A HIGH INTERNATIONAL QUALITY

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Research at the University of Bergen covers a wide range of scientific disciplines, contributing to fundamental understanding and to addressing challenges of the future. We are rooted in the European university tradition. Our mandate is to sustain broad academic scope in research, including both scientific and artistic methods.

We safeguard independent, curiosity-driven research and uphold of the intrinsic value of knowledge. Norway, along with rest of the world face complex challenges that require in-depth expertise, groundbreaking research, and interdisciplinary collaboration. UiB's broad range of disciplines helps ensure society's preparedness in terms of knowledge.

High quality and long-term perspectives characterise UiB's research communities, many of which are internationally leading. Research ethics and scientific integrity are core values in our work. Academic diversity and our unique scientific collections constitute an important part of our shared cultural heritage and UiB's societal mission.

## *VISION*

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UiB shall push the frontiers of knowledge and contribute to a sustainable and democratic future through strong research within and across disciplines, spanning a broad range of academic fields.

## *AMBITIONS TOWARDS 2030*

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- We will strengthen our position as an international research university with long-term, curiosity-driven research of high quality.
- We will further develop our excellent research environments and build more environments that are internationally leading.
- We will increase our impact in groundbreaking and thematic research within the Research Council of Norway and Horizon Europe, with a particular emphasis on FRIPRO and the ERC.
- We will strengthen our international visibility and strategic collaboration through our international alliances and partnerships.
- We will strengthen doctoral education and facilitate strong career opportunities for early-career researchers.
- We will further develop solid research infrastructures and strengthen collaboration on infrastructure, nationally and internationally.
- We will promote open science and sound research ethics practices.
- We will further develop the frameworks for responsible international collaboration.
- We will enhance the communication of research findings to support innovation and value creation in society and working life.



# HIGH-QUALITY RESEARCH-BASED EDUCATION

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Education at UiB is research-based and tightly linked to knowledge development. The disciplinary breadth of our academic programme is an advantage for our students, enabling them to acquire knowledge across a wide range of disciplines. Our education emphasises fundamental knowledge, skills in scientific or artistic methods, and new technologies.

Our study programmes promote independence, collaboration, critical thinking and creativity. UiB provides competence and knowledge transfer to society, also through research-based and flexible lifelong learning programmes.

Our students come from all over the world and participate in an inclusive and diverse university community. We have a unique location in Bergen and place the physical learning environment and student community at the centre.

A vibrant student democracy and the many student organisations contribute to a rich student life, are formative for the individual and are important for UiB as a societal institution and place of study.

## *VISION*

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UiB will educate graduates who can shape the society, working life and business of tomorrow, drawing on perspectives from a wide range of disciplines. We will provide students with an academic foundation that lasts a lifetime and helps develop competent, reflective citizens.

## *AMBITIONS TOWARDS 2030*

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- We will be an attractive place of study, offering research-based education of high international quality.
- We will uphold and highlight our national responsibility to provide education across a broad range of disciplines.
- We will foster a collegial culture of collaboration to enhance educational quality and strengthen our work on active student learning and new forms of assessment.
- We will strengthen the student learning environment and our attractiveness as a place to study, enabling our students to thrive and succeed in their studies.
- We will work to ensure an inclusive learning environment, increase diversity within the student body, and contribute to social mobility.
- We will develop collaboration with industry and the public sector, and highlight the importance of a broad educational portfolio for society's knowledge preparedness.
- We will strengthen UiB as a hub for lifelong learning and further develop research-based, flexible educational offerings for new groups of students in accordance with UiB's profile.



# KNOWLEDGE DISSEMINATION, SOCIETAL DIALOGUE AND INNOVATION

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Research dissemination and participation in public debate are an integral part of UiB's academic culture and responsibility. We highlight the importance of research for societal development, and safeguard academic freedom of expression, critical thinking, and knowledge-based discourse. Creative and performing arts, scientific collections, and research-based exhibitions are an important part of our interaction with the wider society.

UiB has strong traditions of translating knowledge into new technological and innovative solutions for society. Students are actively involved and a driving force in these innovative efforts.

With our central role in the knowledge city of Bergen and across Western Norway, we are an important meeting place for collaboration between working life, cultural life, and society more broadly. Our knowledge clusters and Centres for Research-based Innovation (SFI) are key arenas for collaboration and innovation, at both the national and international levels.

## *VISION*

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UiB shall be an open source of knowledge and a leading arena for research-based knowledge dissemination and societal dialogue.

## *AMBITIONS TOWARDS 2030*

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- We will be a leading institution for research dissemination that invites dialogue and sparks broad public interest in science and artistic expression.
- We will further develop the roles of the University Museum and the University Library as custodians and disseminators of scientific collections and exhibitions that serve the research community and reach a wide public audience.
- We will play a prominent role in the development of Norwegian professional languages and terminology.
- We will promote innovation and knowledge transfer, rooted in the distinctive characteristics of our disciplines, in close collaboration with trade and industry, the public sector, and various user groups.
- We will strengthen our impact in national and international competitive arenas for innovation, with a particular focus on the Research Council of Norway and Horizon Europe.



UiB is an urban university, with a campus stretching from the city fjord to the foot of Mount Ulriken. UiB contributes to the development of the Bergen city knowledge hub as a national powerhouse for research and higher education. UiB's thematic knowledge clusters foster research and innovation in close collaboration with societal actors and businesses



# THE UNIVERSITY COMMUNITY AND ORGANISATION

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UiB is an international academic community that safeguards academic freedom and a climate of open and tolerant expression. As a university, we emphasise an inclusive and inspiring working and learning environment that encourages academic creativity, boldness and innovation. We are characterised by strong academic communities, collegial sharing, and shared ambitions for high quality.

UiB emphasises that its staff have strong opportunities for professional development in order to meet changes in working methods, technology and society. We benefit from a strong recruitment base and strive for recruitment practices characterised by quality, long-term perspectives, equality and diversity.

## *VISION*

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UiB shall be an attractive place to work and study that recruits and develops strong competence and fosters a collaborative culture around shared high ambitions.

## *AMBITIONS TOWARDS 2030*

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- We will further develop an inclusive working environment and an organisational culture that promotes equality, diversity, collaboration and participation.
- We will ensure that university democracy remains strong and that decisions are made close to the core environments.
- We will be a creative and dynamic organisation that encourages participation and engagement, providing arenas for involvement for both students and staff.
- We will offer career and skills development for all staff and develop leadership that emphasises trust and openness.
- We will develop effective work processes, well-functioning work platforms, and adopt new technology in a responsible manner.
- We will be a sustainable organisation, with responsible operations across environmental, social and economic dimensions.
- We will leverage our location in Bergen to foster an open university community and a vibrant campus.
- We will further develop strong meeting places and user-friendly buildings and workplaces, where the realisation of UiB Realfaghøyden is crucial for fulfilling our societal mission.





## *PART 2*

# ENABLING THE ACHIEVEMENT OF OUR AMBITIONS

To achieve the visions and ambitions set out in Part 1, this section presents the enabling activities designed to support these ambitions. The activities are organised to follow up on the strategic priorities across academic and administrative areas.

## *SCIENTIFIC QUALITY*

- develop a supportive framework and favourable research conditions for academic staff at all stages of their career
- attract internationally recognised researchers
- provide expertise in research leadership to strengthen the academic development of research environments and enhance our success in national and international competitive arenas
- ensure strong support and flexibility for educators to develop varied teaching and assessment methods

- provide collegial meeting places for competence development and work strategically with externally funded projects to strengthen educational quality
- support interdisciplinary research and educational collaboration across disciplines and faculties
- support academic development in response to emerging digital technologies
- further develop the quality of the doctoral education and raise awareness of PhD candidate's competence in society
- promote a publication culture driven by quality and aligned with the academic traditions of the research communities
- work strategically with research-based dissemination and communication
- further develop support for technology transfer, intellectual property rights and entrepreneurship through collaboration with external partners



## *EDUCATION AND LEARNING ENVIRONMENT*

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- strengthen quality, inclusion, and retention in study programmes through targeted measures
- offer students the opportunity to choose courses across different disciplines and facilitate the development of interdisciplinary study programmes across faculties
- place student learning at the centre and offer research experience and relevant practical training
- offer modern digital and physical learning environments that encourage collaboration, creativity and skills development
- provide students with training in the responsible use of new digital technologies, tailored to their discipline and academic level
- support student democracy, student volunteering and active student participation.
- work towards inclusive learning environments for students with diverse needs, backgrounds and identities through measures and schemes that emphasise mastery, well-being and health
- encourage closer interaction between students and working life and use knowledge clusters as arenas for student innovation
- work to recruit students both nationally and internationally and ensure broad and diverse social recruitment

## *WORKING ENVIRONMENT, CO- DETERMINATION AND COMPETENCE DEVELOPMENT*

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- ensure transparency in processes and participation in strategic choices to support a vibrant university democracy
- work strategically on recruitment to attract the best qualified and most motivated applicants from a broad and diverse base
- integrate newly hired staff and new students quickly into an engaging and inclusive work and learning environment
- provide effective tools for systematic health, safety and environment (HSE) work throughout the organisation
- ensure leadership development and arenas for experience sharing across the organisation and between levels
- safeguard staff competence and career development through courses and forums for experience sharing and learning
- offer internationally recruited colleagues Norwegian language training shortly after employment
- ensure good conditions for early-career academic staff through systematic follow-up, network-building and career guidance
- develop coherent and user-friendly services for an efficient organisation that supports UiB's core activities



Young PhD candidates from around the world are a central part of UiB's international work and research community. They contribute to academic development, diversity, and quality in our doctoral education.



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## *INFRASTRUCTURE AND BUILDINGS*

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- develop and make research infrastructure accessible based on faculty roadmaps and through national and international collaboration
- develop scientific collections in line with their national and international significance and make them digitally accessible for research
- implement UiB's Campus Master Plan and ensure that the infrastructure for research, education and dissemination maintains high quality and environmental standards
- manage and develop the many meeting places within the UiB community and encourage engagement and debate across disciplinary and organisational boundaries
- work towards sustainable management of the university's buildings and property, including local renewable energy production

## *INTERNATIONAL, NATIONAL AND REGIONAL COLLABORATION*

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- develop the framework for strategic institutional engagement in international knowledge alliances and networks
- develop national collaboration to support small and vulnerable disciplines
- strengthen long-term cooperation with regional partners in industry, the public sector and civil society
- offer attractive exchange opportunities and strengthen the recruitment of international students
- make strategic use of our presence in Brussels to enhance opportunities within the EU framework programmes
- contribute to shaping European and national academic policies and highlight the importance of fundamental research
- develop Bergen as a national and international knowledge hub
- promote diverse forms of collaboration for innovation with other higher-education institutions, industry and the public sector
- develop attractive and prominent platforms for dissemination that invite dialogue nationally and internationally



### **PHOTO CREDITS**

The photographs in this publication were taken by Eivind Senneset, with the exception of the cover photo: Getty Images/Aaron Foster, p. 4: Atelier KK/UB Bergen, p. 7: Ellen Viste/Bjerknes Centre for Climate Research, pp. 16–17: Frode Ims, p. 27: Thor Brødreskift



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