



Operational and Action plan, Malmö Theater Academy 2021–2030

Introduction

Malmö Theatre Academy's vision, mission and action plan have been developed on behalf of the Institutional Board. The document shows what we stand for, where we are going and on what basis. The main purpose is to be able to prioritize and reconcile the individual decisions in everyday life against what we want to achieve in the long term. Follow-up of the action plan takes place annually. The action plan describes things that are not already formulated in other policy and steering documents.

The task says what we formally have to achieve, that is, our task within Lund University linked to the performing arts sector.

The vision expresses what we ultimately want to be, mean and where we want to go.

The values and the pedagogical base clarify the values and the pedagogical base on which the business rests.

The action plan and its objectives concretize work efforts for the path towards the vision.

THE TASK

Based on knowledge of situation, action and collaboration, we train courageous, responsible and reflective artists and researchers in the performing arts field.

THE VISION

Malmö Theatre Academy is a sustainable learning and research environment that takes responsibility for the performing arts of the future, its forms and relevance.

THE VALUES AND THE PEDAGOGICAL BASIS

As part of Lund university, our core values are based on public ethos. The Academy rests on values such as free opinion formation and respect for people's equal value, freedom and dignity.

Objectivity, equal treatment, efficiency and good will characterize the way we carry out our task. Through intersectionality aware recruitment and inclusive work forms, space is given for different perspectives. In our work, we have both our own and others' integrity in mind, at the same time.

The theater school's methodological approach is based on a consistent investigation of how action and situation create the basis for the stage work. The training is based on a conscious pedagogical progression towards continuously deepened understanding. Our environment is characterized by commitment, curiosity, reflection and collaborative skills. We see the student as independent, creative and actively taking responsibility within the framework of their education.

ACTION PLAN AND OBJECTIVES 2023

Goal 1

The Malmö Theater Academy is a well-integrated whole where a clear combination of knowledge areas contributes to a strong profile and common knowledge development.

Efforts during 2022-2023:

- Complete the establishment review process for a 3+1 structure for the acting program, as decided by the Institutional Board
- Start an establishment review process for a new program in conceptual performing arts, as decided by the Institutional Board
- Ensure that the new international master's program becomes an integrated part of the Theater Academy's operations
- Further develop the KU (artistic development) days in January and create conditions for KU work during staff days in August
- Develop three independent courses that can be given repeatedly over a three-year period
- Ensure processes and organization regarding evaluation and examination.

Goal 2

Our knowledge production is developed in active collaboration with actors in other fields of knowledge and through forward-looking social analysis, which rests on critical reflection and sustainability.

Actions in 2022–2023:

- Establish participation within one of the university's profile areas for research
- Establish collaborations at undergraduate and postgraduate level with the other departments at the faculty, prior to co-location
- Prioritize communication of ongoing collaborations
- Strengthen the partnerships that have been entered into for the newly established master's program
- Arrange an environment seminar in the spring of 2023, together with other departments at the faculty.

Goal 3

Through active national and international networks, our students and researchers are provided conditions for a sustainable and broadened professional life.

Actions in 2022-2023:

- Develop participation in NORTEAS by investigating the possibility of holding the Intensive Course during 2024/2025
- Establish international collaboration partners in relation to program development 3+1
- Make decisions about international collaboration partners and networks for the master's program
- Increase the active participation of teachers and researchers at international conferences, seminars and workshops
- Attend a conference with the entire postgraduate group, including PhD students
- Set up and recruit a post-doc position
- Strengthen collaboration with other Scandinavian institutions regarding postgraduate education.

Goal 4

Malmö Theater Academy is an open and tone-setting place for discourse about what performing arts and performing arts education is, does and can become.

Efforts during 2022-2023:

- Conduct at least one public seminar per semester
- Introduce an independent course in international performing arts
- Arrange scheduled seminars where guest teachers are invited by education
- Develop communication of KU and research work
- Organize three internal conversation forums per semester for the entire staff around selected thematic texts with a starting point in questions of representation and whiteness studies
- Further develop the formal dialogue with the students and especially the student union.
- The Equality Board evaluates completed efforts and specifies continued work within the NAJS project's area of expertise.

Goal 5

The Malmö Theater Academy works continuously to optimize the organization and promote a good working environment.

Actions in 2022–2023:

Premises

- Carry out the remodeling of floors 2 and 3 for playwrights/doctoral students.
- Staff participation in working groups prior to co-location, phase 2.
- Establish technology/property maintenance and investment plans for the period up to, and after, the co-location.

Business finances

- Reflect budget and follow-up processes to increase the possibility of long-term management and control of financial planning and outcomes in relation to the educational assignment
- Clarifying the framework for each educational and operational area's operating funds (what we often call free funds) and production resources.

The business's competence supply

- Reflect needs, resources and processes within the organization
- Establishment of director of studies functions in graduate, post-graduate level
- Clarification of the organizational plan with regards to the above
- Continued participation in the analysis of the possibility of exchanges, shared services and sharing within the faculty, before co-location
- Work for a continued good work and study climate through more department-joint activities and through the implementation of the Faculty of Arts' relationship policy.

PROCESS FOR ANNUAL FOLLOW-UP OF THE ACTION PLAN

A first draft of a revised action plan is drawn up and prepared, in the prefect's council, in mid-August. This draft is presented and specified together during the staff days at the start of the autumn term. The student union is allowed to take part in and can submit comments on the anchored proposal. The final proposal for an action plan is then presented for decision by the Institutional Board during November/December and is then attached to the operational plan.

