

14.1.2016 ARTS Heads of Department workshop 2

People distribution principles and organization structure

memo SD

Participants:

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A goal of the second workshop was to decide on the distribution principles for persons, as well as to consider organization structures.

Comments during Sari's presentation

- Hourly paid teachers (supplementary teaching personnel) will probably diminish by 30% by 2018 (compared to the full-time equivalent of 2015).
- YoYo faculty and staff could be a unit that will be located in A-wing (Otakaari 1).
- Doctoral candidates' presence should be more than 40% at the school. It was told the reality in some research groups now is 80 or 90%.
- Sustainability aspect has to be taken into account in the new building. It is obvious that subject interests and groups will change over time.
- The name "Existing groups" in documentation was criticized because research groups were shown separately separated from these 'existing groups' but they are obviously 'existing groups' too.

The presentation included four different *distribution principles* models:

- a) Degree programmes
- b) Existing groups
- c) Focus areas
- d) Fortuna

After the presentation, participants divided into two working groups and worked with two different models discussing pros and cons and elaborating on these.



a) Degree programmes - discussion

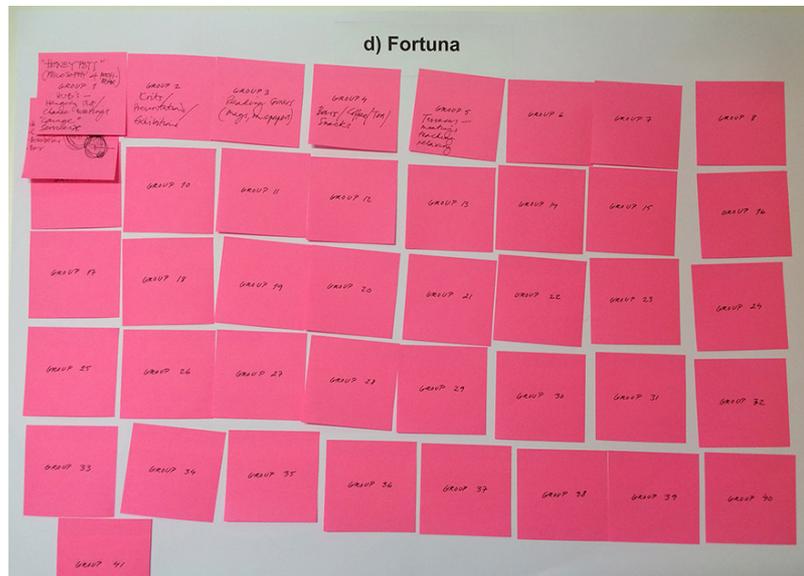
Degree programmes collected as a circle according to the proximity between programmes, theme and teaching.

Good features: Proximity and close physical connections.

Negative features: emphasises existing structure, doesn't necessarily bring anything new.

Collect degree programmes around the shared studies such as art studies, teaching and research.

that, at least, three sorts of spaces should exist ie. Spaces that support specific types or learning or events, spaces that contain specific (special) enabling technologies and spaces that reflect the pedagogical basis for studies in various areas/programs. It was considered that the formation of Hubs within Väre – reflecting the school’s strategic focus areas – would enable development and new inter-programme activities without having to restructure the departments of the School ie. operations can be enhanced without necessity to reorganize the management of the School which is now considered to work quite well.



d) Fortuna

A place for meetings and for presentations is important, and places that bring people together such as a kitchen, a lobby etc. Those premises should be organized as hubs that will be unified to the other activities around them.

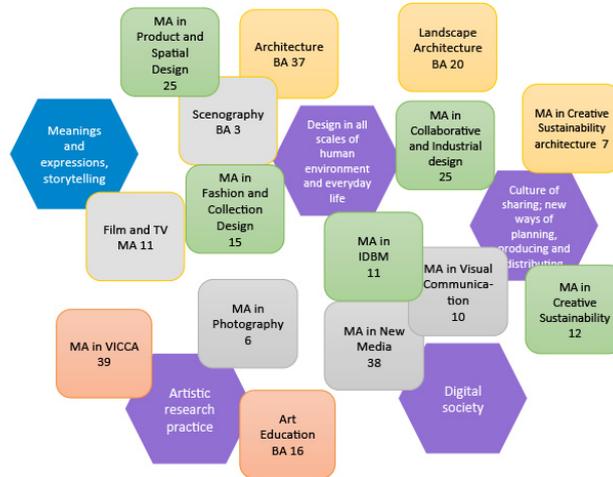
General discussion

The Väre building is fragmented within its spaces. The spaces have been organized in a similar way as in MIT Media Lab where heavy work premises are located on the ground floor and the light working premises are located mainly on a top floor. The problem is that departments and studios don't have a physical or visual connection to each other because small premises are next to galleries and corridors. The order of premises should be turned around that studios and team spaces would be next to the corridors.

The working groups had a discussion about an optimal management and sizes of departments. The optimal size of management unit is important - not too big, neither too small, in order to maximize efficiently. 'Normal operations' are characterized by the transactions between students and staff, both academic and service. Heads of department thought that the existing numbers of department is working well. The general opinion was that the 5 department organization is already well optimized in order to cope with the demands of our many and various processes.

The decision

The heads of department decided that the people distribution principles and organization structures will be organized within the Väre building according to a model called *Honey pot Hubs*, which is created by utilizing ARTS' focus areas (as hubs) in relation to ARTS' degree programmes.



Initial scenario for the hub-based grouping. To be developed.