Mission Statement of the Department of Psychology (Long Version)

The mission statement of the Department of Psychology (PSYCH) is based on the strategic principles of the UZH and describes its fundamental values and goals in relation to nine central topics, which guide the actions of researchers, teachers and administrative staff.

1) Research and innovation

The Department of Psychology (PSYCH) stands for theoretically high-level, empirically rigorous and internationally competitive **basic research, applied research, and method development, as well as the practical application of research** in the socially relevant complex field of **«Lifelong Health and Human Performance»**. Researchers at PSYCH investigate the prerequisites for physical, mental and social health across the lifespan and the conditions under which people develop their personal performance and achieve their goals – while preserving natural and social resources.

There is a clear commitment to the **unity of psychology**, i.e. psychology is understood as being a single discipline despite its theoretical differentiation and methodological diversity. Understanding psychology to be an integrating subject enables the theoretical and methodological advances that the Department of Psychology, as a research-strong unit of the UZH, has set itself as its goal.

The Department of Psychology is characterized by an exceptionally wide variety of research areas, which makes it highly attractive to researchers and students. Research at PSYCH is divided into the following, partly interlocking research foci

- Developmental psychology
- Clinical psychology
- Cognitive psychology
- Methods and statistics
- Neuropsychology and cognitive neuroscience
- Social, personality, organizational and economic psychology

Research is based on the development and professional use of a broad and innovative range of **data collection and evaluation methods**.

Theoretical and methodological breadth must be maintained in the future in order to meet the societal demands on our discipline.

In addition to basic and applied research, **translational research** and the **interdisciplinary and international networking** of researchers at PSYCH are of great importance. The principles of **Open Science** are implemented.

PSYCH is committed to the promotion and critical reflection of **social and societal innovations**. The researchers at PSYCH are aware of **subject-specific, societal and technical developments** in a rapidly changing world. They develop theoretical and methodological approaches in order to be able to describe,

explain and shape the psychological and social effects of these profound changes (e.g. digitalization, climate change) in their complex interplay and temporal dynamics. To this end, data, including large amounts of data (big data), from a wide variety of sources (e.g. questionnaires, behavioral observations, social sensing, physiological measurements, neuropsychological imaging) and with very different degrees of temporal and spatial resolution, are optimally integrated at the content and methodological level.

PSYCH is thus expressly committed to the goal of successfully expanding its **international pioneering role in the field of innovative** and visionary research into the **most pressing social issues** using state-of-the-art methods, with the understanding that the acquisition of knowledge serves society.

2) Teaching and study

PSYCH implements a **teaching program** that meets the highest quality standards in terms of content and didactic implementation, as well as in the administration and evaluation of module examinations. Teaching is **research-based** and **competence-oriented** at all levels. PSYCH teachers see themselves as being responsible for supporting students in their professional development to the best of their knowledge. At the same time, they set high standards for student performance and independence. From the beginning of their studies, students should be familiarized with future-oriented topics (e.g. internationalization, cultural perspectives, digitalization of university administration, teaching and research, open science).

Teaching is oriented towards the following **fields of competence**: source competence (research and analysis of specialized literature), empirical work (planning, conducting, evaluating, interpreting studies), research ethics and Open Science practices, scientific presentation, interdisciplinary and translational thinking and communication.

3) Equal opportunities, diversity and sustainability

PSYCH strives to be a supportive place to work and learn for all people regardless of, for example, age, disability, family status, background or sexual orientation. In all PSYCH activities, great importance is attached to the protection of social and natural resources. **Diversity in unity is the maxim** – being open to the diversity of experiences while remaining committed to the goals of PSYCH. Members of PSYCH are involved in various formats offered by the Department of Equality, Diversity, Inclusion.

4) Academic promotion of young researchers

PSYCH designs the **framework conditions for junior researchers** in such a way that they can develop in research and teaching in the best possible way and qualify for a wide variety of university and non-university professional fields. To this end, junior researchers and their supervisors are provided with guidelines for career discussions (e.g. Postdoctoral Status Review; job descriptions) and information on the promotion of junior researchers at the UZH (e.g. https://www.uzh.ch/cmsssl/en/researchinnovation/promoting.html).

Equal opportunities and compatibility with different competence profiles, family orientations and life phases are also considered when promoting junior researchers.

5) Organizational culture and staff development

PSYCH is characterized by transparent, cooperative and appreciative **communication and cooperation at all levels** and between all employees. In accordance with the **UZH Code of Conduct**, the Department of Psychology distances itself from any form of sexual abuse or abuse of power. Leaders at PSYCH are committed to the **UZH Leadership and Management Principles**.

PSYCH actively reaches out to people who would like to get involved in academic leadership positions and encourages them to take advantage of leadership training opportunities.

6) Cooperation with third parties and internationalization

In its cooperation with third parties (e.g. within but also beyond the university), PSYCH keeps an eye on developments in its own discipline, in university policy and in society on a national and international level. PSYCH strives for **(international) partnerships** in research, teaching and studies.

7) University in society

PSYCH is aware of the social relevance of its discipline. The members of the department maintain an active and responsible **exchange** with the **public** and cooperate in various ways with societal institutions (e.g. business, administration, educational and health institutions, media). Researchers, for their part, address pressing social issues in their research and teaching. People of all ages are invited to participate in studies or in Citizen Science projects and thus gain insights into psychological research.

8) Structural framework

PSYCH provides an efficient administrative framework and processes for researchers, lecturers, administrative staff and students. It does so in close exchange with the professorships and professional groups in order to be able to anticipate the respective needs and developments. In the various **permanent and non-permanent working groups** (e.g. Open Science Working Group) and **committees** (e.g. Personnel and Financial Committee; Strategy Committee), representatives of the researchers and the administrative and technical staff develop concepts for topical issues and bring these to the attention of the Department Management and the Department Assembly.

9) Financial framework

PSYCH researchers are successful in attracting **third-party** funding. The use of this important financial resource, as well as the funds allocated by the faculty, is always carried out with efficiency and sustainability in mind, with the aim of being able to conduct research and teaching at the highest level.