



Annual report of SULF/Uppsala 2023

Members of the association

In November 2022, SULF/Uppsala had 1981 members. Of these, 988 were women, and 993 were men, 1617 were ordinary members, 348 were doctoral students, and 16 were retired. One year later, in November 2023, the number of members had increased by 20 to 2001. Of these, 990 were women, 1011 were men, 1608 were full members, 377 were PhD students, and 16 were retired. Apart from the comparatively smaller age groups "younger than 30 years" and "older than 65 years", the age distribution of members was relatively even.

Members of the Management Board and other functions

SULF/Uppsala's board during the financial year comprised the following members: Josef Pallas (Chairman), Michael Papenbrock (Vice Chairman), Mohamed Al-Sabri (regular member), Sigrid Berglund (regular member), Marco Chiodaroli (regular member), Julie Hansen (regular member), Ana Tanevska (regular member), Ana Maria Villamil Giraldo (regular member), Ulf Zackariasson (regular member - until 1/9 2023) and Petra Eriksson (alternate), Francesco Foggetti (alternate), Rebekkah Hammar (alternate), Charlotte Lindgren (alternate), Abuzer Orkun Aydin (alternate), Kumari Ubhayasekera (alternate), Linhong Xiao (alternate).

Lars-Göran Sundell has been the ordinary auditor, and Gunilla Ransbo has been his deputy during the financial year.

The nomination committee consisted of Cajsa Bartusch (convener), Anna Eklund and Camilla Ekwall.

In 2023, board member Michael Papenbrock was also on the board of Saco-S at Uppsala University, thus acting as a link between Saco-S and SULF/Uppsala. Julie Hansen had an administrative assignment at Saco-S at UU.

The association's representatives and alternates to SDF's ombudsman meeting were Orkun Aydin and Rebekkah Hammar.

Activities of the Board

During the activity year, the board held 9 board meetings and a strategy and planning retreat in Sigtuna in June. During the activity year, SULF/Uppsala allocated and carried out most of its work in four different areas of responsibility. Responsibility for these areas and the implementation of tasks and activities within them rested primarily on the corresponding working groups within the board as shown below:

- Equal opportunities, convener: Ana Tanevska.
- Working conditions, working environment and academic freedom, convener: Julie Hansen
- Competences and careers, convener: Michael Papenbrock
- Recruitment and external communication, convener: Marco Chiodaroli

In addition to these working groups, the Board has worked actively to develop its working methods, mainly in relation to the university, Saco-S and SULF centrally. The working groups were meeting regularly in relation to the board meetings and the activities the groups were planning and carrying out.

The year in brief:

- Board meetings: 9
- Seminars and lectures: 8
- Presentations and participation in panels/events/symposia: 6
- Debate articles and public appearances: 2
- Strategic support in establishing a new local association at SLU: 1
- Fika with union: 3 (SULF-day, language café)
- Survey: 1

Activities

Working group on equal opportunities

The Equal Opportunities working group in 2023 focused on two areas - an investigation into issues experienced by employees of non-Swedish/non-EU nationalities, and establishing a communications line with the Equal Opportunities groups of multiple departments at UU for co-organizing events.

Regarding the first point, the group, in collaboration with SULF Central, started working on a survey targeted towards the heads of departments to explore how different departments have been affected by the new immigration laws when it comes to their hiring processes. However, as a parallel, larger survey led by the International Faculty and Staff Services (IFSS), the Doctoral Board (DN), Junior Faculty (JF), and Uppsala University PostDoc Association (UUPA) was launched in the late Spring of 2023, the working group paused the work on the SULF survey and helped the other organizations in the dissemination of the survey, offering also our services for the analysis of the survey results if needed.

During the second half of 2023, the group focused on the second point of its action plan, namely starting a conversation with the various Equal Opportunities groups within UU. We have had very positive responses from several Departments (Physics, Information Technology, ICM,

Chemistry, as well as EDU and Modern Languages, to name a few), who were all happy to start collaborating on events together.

There were two specific outcomes from this - a collaboration with SULF/Uppsala was explicitly programmed in the 2024 Work Plan for the IT Department's Equal Opportunities group, and a new language cafe initiative was formed, the first event of which took place in November 2023 (with a second one being planned for December). The Swedish language café initiative is planned as a recurring event where a different department's EO group joins us in co-hosting the event, thus fostering an active collaboration with the EO groups, as well as bringing the event to different campus locations.

Working group on working conditions, working environment, and academic freedom

The working group on working conditions and environment held several meetings during the year. The following activities were carried out:

- January 11 - "Bullying and the Neoliberal University", member seminar with a panel discussion on research on bullying in academia with invited speakers Tommy Jensen (Professor, Stockholm Business School, Stockholm University) and Michal Zawadzki (Associate Professor, Division of Industrial Engineering and Management, UU) (language: English).
- May 22 - "Scholarly Publications and Bibliometry - What Does a Researcher Need to Know for a Successful Career?", open seminar with a panel discussion on bibliometrics and its impact on the work environment and working conditions, with Börje Dahrén (librarian at the University Library) and Anders Arweström Jansson (professor at the Department of Information Technology and chairman of TekNat's employment committee).
- May 31 - open seminar (in cooperation with Saco-S at UU) for all employees at UU on the new working time agreements on teaching and working hours for teachers, doctoral students, and researchers (on campus with refreshments, language: Swedish).
- June 9 - open seminar (in cooperation with Saco-S at UU) for all UU employees on the new working time agreements on teaching and working hours for teachers, doctoral students, and researchers (in Zoom, language: English).

In addition to these seminars two members of the working group participated in the "Higher education symposium 2023 - Academic Freedom in Shattered Europe" organized by SULF in Stockholm on 29 March.

The working group has started planning a seminar on the theme of bibliometrics in 2024. Potential speakers have been contacted.

The working group has held a discussion with the Chief Safety Officers about the possibility of a joint activity on the psychosocial work environment in 2024.

Working group on competencies and careers

The working group on competencies and careers was newly formed this year after it was integrated into the work environment and working conditions. Initially, the group aimed to identify areas that were most in need to be addressed. To this end, the group initiated contact with UUPA and Junior Faculty (JF). The career development and working conditions of researchers and postdocs emerged as focus areas, with special attention to postdocs depending exclusively on stipends.

Together with UUPA and JF, the group wrote a comprehensive survey on working conditions of postdocs, which is still open at the time of this writing. The analysis and dissemination of results will be handed over to the board of 2024.

Furthermore, the group started compiling a collection of career support resources available to young researchers. Part of the continued work will be to assess the effectiveness and coverage of these services, as well as disseminate them to members.

Towards the end of the term, the group also turned its attention to competence development within the SULF/Uppsala. It became apparent that a more formalized onboarding process would be very beneficial to new board members. The group started to collect experiences and will certainly benefit from the input of the new board members coming in 2024.

Recruitment and External Communication Working Group

SULF/Uppsala's recruitment strategy in 2023 included the organization of large seminars in collaboration with other organizations operating at UU (Doktorandnämnden, JF, UUPA), as well as individual meetings with potential members. In addition, the working group has continued and further developed collaborations with other SULF local associations.

The events organized by the working group are as follows:

- March 31 - meeting with other local chapters of SULF to discuss recruitment strategies. The meeting was very well attended (20 participants) and even the chair of the national executive board, Sanna Wolk, was present.
- April 11 - doctoral student seminar in Collaboration with Doktorandnämnden and Saco-S. Format: hybrid. Speakers: Robert Malmgren, Robert Andersson, Topias Tolonen. Approx 30-35 participants.
- April 26 - representative of the working group gave a presentation at a career event at the IT department.
- April 27 - pension seminar in collaboration with Junior Faculty and several other SULF chapters (SULF/GU, SULF/HDa). Speaker: Anna Ekenberg (SULF). Via Zoom. 80+ participants from UU.
- October 6 - A representative for the working group was present at an orientation for new international employees given by Saco-S.
- October 19 - seminar on unemployment insurance. Speaker: Antonia Ribbing. In person. Approximately 35 participants.

- November 6 - postdoc seminar in collaboration with UUPA, SLUPA and the newborn SULF/SLU chapter. Main speaker: Robert Andersson (SULF). Via Zoom, also open to SLU participants. Approx 40 participants.

The working group has also conducted recruitment moments at seminars and events primarily organized by the other working groups or by Saco-S. The working group has also worked to identify participants interested in becoming involved in the union and followed up with them personally, as well as started a minimal social media presence (Facebook) that can be further expanded during the next activity year.

Other activities

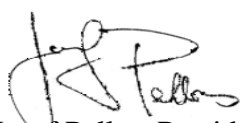
The Board constituted itself on 2022-12-15 and decided to continue with the activities and priorities decided by the outgoing Board in a modified form. The Board's own strategy and planning meeting took place in Sigtuna on June 19-20. The meeting discussed the conditions and objectives for SULF/Uppsala's long-term activities - both in relation to SULF central, Saco-S, other unions within Saco-S, and the university. The meeting also aimed to strengthen the board members' skills in the form of a training program on board work (Step 2). This training was conducted by Anna Ekenberg (SULF).

The Board conducted a number of strategic and support activities, including “Fika with the Union” organized at SLU/Ultuna to support the establishment of a new SULF chapter at SLU on June 8 and “Fika with the Union” in two locations during SULF-day.

During the activity year the Board has also sought to develop and partly expand its work towards greater involvement in broader policy issues both at UU and more generally. SULF/Uppsala's ambition is to act both independently and in cooperation with Saco-S as a referral body and discussion partner for university management and the various units and departments where SULF-relevant issues are raised and dealt with. In this context, the SULF Board has initiated discussions with the chair of Saco-S, SULF Central, the HR Director at UU, members of the Consistory and within the framework of discussions in the University College, of which the current President of SULF is a member. Work has begun to strengthen cooperation with other SULF associations (including SLU) and with other unions within Saco-S.

SULF/Uppsala has sent two representatives to the SULF Council in September, which is the annual meeting where SULF members, through the local associations, can take part in and discuss the ongoing work of the Central Executive Board.

The Board also works continuously on issues relating to the internal organization and the possibility of working strategically over several terms of office. The former includes issues of skills development (including training via SULF central), multilingualism on the board and coordination with, first and foremost Saco-S. The latter includes the discussion with the nomination committee to identify which skills and interests may be relevant for future boards in relation to the long-term plans and goals.



Josef Pallas, President SULF/Uppsala

Uppsala, 2023-11-17