



SULF/Uppsala business plan 2024

Overall business objectives

SULF/Uppsala is the union and professional organization of university teachers, researchers, and doctoral students at Uppsala University. We work to provide our members with good member service and active member representation. We strive for the University to be an attractive workplace with an effective service structure. We work to create good awareness of SULF/Uppsala in the workplace. We do this by, among other things:

- identifying and highlighting policy issues that are important to our members
- being an active discussion partner to our members for issues affecting them through discussion seminars and other outreach activities
- raising the profile of SULF/Uppsala's activities through articles, marketing, and information dissemination
- monitoring the employer's compliance with given regulatory systems
- actively promoting greater democratic support for decisions
- actively working to recruit new members and retain existing members
- informing about SULF/Uppsala's activities and the benefits of membership

The focus of the board's work is based on the activities carried out by SULF at a national level and adapted to the local conditions for SULF/Uppsala. One example of activities that the board usually carries out with the support of the central SULF office in Stockholm is SULF Day.

Specific objectives for operations in 2024

In the coming activity year, the board will continue to prioritize internal work and contact with existing members. The aim is to involve the entire board, including alternates, in the day-to-day work to a greater extent than before and to increase the board members' contact with existing and prospective members. Furthermore, the number of activities that involve dialogue with our members

are to be increased. The work of the thematic working groups is proposed to continue. The starting point is a modified division into working groups compared to 2023 (see below), but these may be adapted to the needs of the incoming board:

- equal opportunities
- working conditions and work environment
- academic freedom
- competences and careers
- recruitment and external communication

The incoming Board may also consider setting up a working group to take the work of other groups to a policy level in the form of opinion pieces, participation in public talks and discussions, and to develop the Board's capacity to support Saco-S in its role as a referral body.

Since 2024 is a congress year, in addition to their regular activity plan, all working groups shall study and write motions aimed at driving their respective objectives at a national level.

Working group on equal opportunities

In 2024, the working group on equal opportunities will continue to espouse the values of intersectionality and non-discrimination in all of its workings, and seek to discover and address any discrimination (as defined in the Discrimination Act/Diskrimineringslagen) based on a person's sex, gender identity, sexual orientation, ethnicity, religion, age or functional impairment.

More specifically, in the activity plan for 2024, the group will continue working on its language cafe initiative, providing an opportunity to coordinate with the recruitment working group. Additionally, the initiative will also enable strategic collaboration with the various UU departments' Equal Opportunities groups and the planning of mutual events. Finally, the group would like to also add as its focus point exploring issues related to LGBTQIA+ discrimination as it pertains to gender identity and sexual orientation, as well as sex inequality in the workplace.

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

The working group plans to continue organizing activities for members as well as open seminars for all UU employees. The aim is to highlight work environment issues as well as good practices to improve the work environment. In 2024, a continuation of the seminar series on bibliometrics and a seminar in collaboration with the chief safety representatives is planned. The working group also intends to explore the "OSA game" developed by and used at Lund University.

For 2024, it is planned to split the working group in two. One part would continue as a working group on *working conditions and work environment*, whereas the other will constitute itself as a working group on *academic freedom*.

Working group on competencies and careers

The working group on competencies and career plans to further evaluate the career development of young scientists. A particular focus will be put on postdocs on stipends. The ongoing survey on the working conditions of postdocs will play a key role in comparing their working conditions to those of regularly employed postdocs. The analysis and dissemination of the results of the survey are expected to be major parts of the working group's tasks. This will also provide an opportunity to interact directly with our postdoc members. Given the large turnover of postdocs at Uppsala University, the group will evaluate whether or not the survey should be held on a regular basis. The group aims to gain a better understanding of the career perspectives of researchers, as this employment category is loosely defined and strongly project-bound. Further contact with the Uppsala University PostDoc Association (UUPA) and Junior Faculty (JF) is desired. Furthermore, initiating a dialogue with major funding agencies, especially those offering stipends to postdocs, could prove valuable.

Finally, the working group will aim to investigate further how to improve the competence development within SULF/Uppsala, starting from the onboarding processes for new board members.

Working group for recruitment and external communication

SULF/Uppsala shall continue to cooperate with other local associations in recruitment matters, including by inviting representatives from other higher education institutions to various recruitment activities. The working group shall study and write motions aimed at streamlining recruitment activities at the national level, as well as promoting members' engagement and creating optimal conditions for recruitment at the local level.

The association should also further develop its collaboration with doktorandnämnden, SFS, Junior Faculty, UUPA, SLUPA, and similar organizations since such collaborations are key in reaching non-members. Webinars and seminars that were successful should be repeated, and new events and activities should be arranged and implemented. Important activities that should be continued include language cafes in collaboration with the equal opportunities groups, the creation of videos for the MedFarm orientation, and one-on-one organizing efforts conducted in some departments.

Part of the recruitment work must focus on member groups that are underrepresented (e.g., doctoral students and postdocs), as well as departments within MedFarm and HumSam. Campus Gotland is another area where targeted recruitment efforts appear to be necessary.

The social media strategy will be reassessed after six months in order to guarantee that any expansion of our social media presence does not come at the expense of the regular recruitment work.

Finally, SULF/Uppsala, in consultation with the office, must identify reasonable recruitment targets and introduce processes to evaluate the recruitment work regularly.

Ongoing work

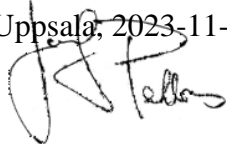
The work of the board, including the activities organized on the basis of the above objectives, is planned by the incoming board, starting with the constituting meeting. After that, regular board meetings are held approximately once a month, and one or two longer meetings, including, if possible, a board retreat.

Budget 2024

A budget is requested annually for activities at SULF centrally. For activities in 2023, the following cost items are requested for costs associated with recruitment, retention and advocacy activities:

Activity	Cost
Seminar on current topics	12 600 kr
SULF day	3 150 kr
Doctoral seminar	6 300 kr
Recruitment campaign	8 400 kr
Internal board activities:	
Board meetings	16 900 kr
Retreat, travel, accommodation and food	46 200 kr
Total budget for the association:	93 550 k

Uppsala, 2023-11-17



Josef Pallas
Chair, SULF/Uppsala