Activity plan SULF/Uppsala 2027

Overall activity objectives

SULF/Uppsala serves as the union and professional organisation for university teachers, researchers, and doctoral students at Uppsala University. Our mission is to provide robust member services and proactive representation, fostering an attractive and supportive workplace and a culture of grass-root member participation in the union. To build strong awareness of SULF/Uppsala's presence and benefits within the university, we focus on the following objectives:

- ***Identifying and addressing key policy issues:*** Bringing attention to policy matters that are vital to our members.
- ***Fostering dialogue and support:*** Engaging with members on important issues through seminars, discussion forums, and other outreach activities.
- ***Enhancing SULF/Uppsala's visibility:*** Promoting our initiatives and communicating through articles, marketing efforts, and information sharing.
- ***Member recruitment and retention:*** Actively working to welcome new members and retain existing ones.
- ***Providing clear communication on benefits:*** Informing members about SULF/Uppsala's activities and the advantages of membership.

The board's work is guided by SULF's national agenda, adapted to meet the specific needs of SULF/Uppsala. A key example is the annual SULF Day, a collaborative event supported by the central SULF office in Stockholm.

Specific objectives for operations in 2027

In the upcoming financial year, the board will maintain its focus on strengthening internal operations and enhancing engagement with current members.

Key objectives include:

● **Board engagement:** Maintain the involvement of the entire board, including alternates, in daily operations.

● **Member dialogue:** Making sure that activities designed to facilitate direct dialogue and engagement with members are frequent and varied.

● **Contact:** Ensure that all members' needs are taken into account and that their voices are heard, regardless of job title or campus affiliation.

● **Thematic working groups:** Continuing the work of thematic working groups, organised initially into four areas, though adaptable to meet evolving board priorities:

○ Equal opportunities

○ Working conditions, work environment, and academic freedom

○ Competence and careers

○ Recruitment and external communication

To maintain a competitive presence at Uppsala University and to strengthen the mandate of Saco-S at UU, an increased emphasis will need to be placed on recruitment efforts.

Specific objectives for thematic working groups

Equal opportunities

In 2027 the working group on equal opportunities will continue to espouse the values of intersectionality and non-discrimination in all of its workings, aligning with The Discrimination Act (Diskrimineringslagen) and seeking to investigate and address any discrimination based on a person's sex, gender identity, sexual orientation, ethnicity, religion, age or functional impairment.

More specifically, in the activity plan for 2027, the working group will build on the 2026 webinar on discrimination in academia with at least one in-person seminar, with a particular focus on language discrimination and the situation of international staff at UU. The group will carry on with the language café initiative, continuing to rotate between departments and campus locations in collaboration with the various UU departments' Equal Opportunities groups, and will test an online format to reach members who cannot attend in person. SULF Uppsala also plans to take part again in the Pride parades in Stockholm and Uppsala.

The group will communicate its activities to the members of SULF in the form of seminars, webinars, language cafés and debate articles, in close cooperation with the board's Recruitment and External Communication groups. The group will also develop survey ideas into a concrete plan, with the aim of conducting a survey within SULF, and possibly more widely at UU, to uncover any issues related to its topics of concern.

Working conditions, work environment, and academic freedom

1. Panel discussion on Effective dual governance with representatives of the disciplinary domains
2. Seminar or survey on Academic freedom (perhaps as a reaction to the inquiry of the government, see https://www.regeringen.se/rattsliga-dokument/statens-offentliga-utredningar/2026/09/sou-2026577)

Competences and careers

In 2027, the new Board will decide whether and how this group will operate.

Recruitment and external communication

The working group for recruitment and external communication will continue to increase SULF's visibility at Uppsala University—with a particular focus on new employees—while highlighting the benefits of union membership and promoting solidarity and self-determination among researchers, teaching staff, and administrative personnel.

The group aims to:

- Continue organizing seminars with a strong recruitment focus.
- Host one or more social events for new employees.
- Organize "fika with the union" sessions and similar informal events on "SULF Day" and other occasions.
- Increase participation in the annual general meeting by inviting members and fostering a culture of active engagement in union meetings.
- Increase activity on social media.
- Maintain the SULF/Uppsala website.
- Follow up on members who have shown interest in becoming more engaged in SULF.

The group's overarching goal is to enhance individual recruitment efforts in order to achieve higher membership numbers over the coming year.

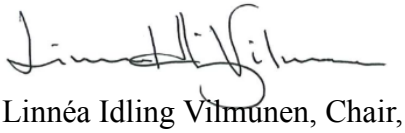
Other activities

The board's activities, based on these outlined objectives, will be organised by the incoming board, beginning with the constituting meeting. Regular board meetings will be held approximately monthly, supplemented by one or two extended meetings and, if possible, a board retreat.

To strengthen engagement with members on Campus Gotland in 2027, the board will continue to drive recruitment efforts on Campus Gotland.

Additionally, the board will collaborate with Saco-S at Uppsala University on issues of mutual interest. To strengthen the relation and communication between the associations, the board of SULF/Uppsala extends a standing invitation to its board meetings to representatives of Saco-S at UU.

The board will similarly aim to maintain and strengthen collaborative relationships with other organisations that pursue overlapping goals, such as the Uppsala University Postdoc Association (UUPA), Junior Faculty (JF) and the Doctoral Board (DN).



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