



Activity report of SULF/ Uppsala 2025

Membership overview

Below the data are broken down by several categories and compared to the same month of the previous year.

	September 2024	September 2025	Change
Total	2038	2050	+0.6%
Doctoral students	405	363	-10%
Retired members	13	13	0%

Board Composition, Roles, and Responsibilities:

Chair

Xin Mao

Vice-Chair

Ana Tanevska

Regular members: László Karóly, Marco Chiodaroli, Linnéa Idling Vilmunen, Ali Al-Adili, Jacob Bull, Meryem Saadi, Maria Kopsida

Alternatives: Mengfei Xiong, Luka Rašo, Francesco Foggetti, Elena Kalmykova, Jielu Liu, Annie Gregory, Silvia Triguis

Auditors: Lars-Göran Sundell (ordinary) and Gunilla Ransbo (deputy)

The association's representatives and alternates to SDF's ombudsman meeting was Aimee Miles.

Election committee: Michael Papenbrock (Convener), Caitlin Mc Evoy, Kumari Ubhayasekera

Board Activities and Strategic Focus Areas

During the year, the board held ten board meetings. In addition, the board had two half day workshops, to discuss plans for activities for respective academic terms. One half day workshop was dedicated to preparation for this year's SULF national council meeting. Two representatives have attended this year's national SULF council meeting.

We have endeavoured to expand our presence at Gotland campus. We have sent board members to Gotland campus for SULF day event, meeting local members there and recruiting new members.

We have also dedicated ourselves to active members' initiatives, addressing issues of concern with joined force from sacco-s. The example is our collaboration with one of our members' initiatives for

funding for Swac course. To be exact, members of the board compiled an information dossier on funding problems affecting the Swedish for Academics (Swac) courses. These are courses offered to international employees at Uppsala University to support their Swedish learning. In the past five years, applications to these courses have increased significantly while funding has stayed more or less constant, creating an unsustainable situation that has been further affected by a cut to the number of courses in the autumn of 2025. The information collected has then been passed to Saco-S, which has raised the issue with the employer. The situation is still developing, and the board is considering further steps to raise awareness about the problem. Work on this issue offers an example of fruitful collaboration between the SULF and Saco boards that can be extended to other areas, and also with active members outside of the board.

We have also tried to increase knowledge availability within the board, and created documents of SULF Uppsala wiki, so the experienced board members can share their knowledge with the new board members. This increases both effective board member participation and inclusion.

We have worked on our media presence, including news articles, facebook updates, and restructuring our website, which is in the process of being updated by the SULF central office.

At a time when academic freedom is threatened, we have endeavoured to have close collaboration with other SULF chapters and academic unions internationally, seeking solidarity in a wider range.

SULF/Uppsala's work was organised into four primary areas, each led by dedicated working groups:

- **Equal Opportunities** (Conveners: Ana Tanevska and Linnéa Idling Vilmunen)
- **Working Conditions**, Work Environment, and Academic Freedom (Conveners: Meryem Saadi and Maria Kopsida)
- **Competences and Careers** (Conveners: Francesco Foggetti and Mengfei Xiong)
- **Recruitment and External Communication** (Conveners: Marco Chiodaroli and Silvia Triguis)

The working groups met regularly in coordination with board meetings to plan and carry out their initiatives. In addition, the board worked actively to enhance its working routines and collaboration with various organisations at the University, e.g. Saco-S, the doctoral board of Uppsala university, Uppsala University PostDoc Association and Junior Faculty, other SULF chapters for example, SLU, Lund university, and Södertörn högskola, the SULF head office and other Nordic academic unions.

Highlights for the year:

- Board meetings: 10
- Seminars and lectures: 9
- Meeting with other associations: 4 (three times with Lund university, including a joint recruitment session; one with representative from Södertörn; one time with Norske forskerforbundet)
- Presentations and participation in panels/events/symposia: 4
- Debate articles and public appearances: 2

<https://www.unt.se/nyheter/uppsala/artikel/uppsalaforskare-mobbas-pa-jobbet-krankande-tjuvnyp/r249d92j>

<https://universitetslararen.se/2025/10/16/rapport-arbetsmiljoproblem-och-utsatthet-bland-postdoktorer-i-uppsala/>

- language café: 3
- fika with SULF (SULF day): 3 (one at Gotland campus)
- Recruitment meetings: many
- Survey: 1
- Survey data analysis: 2
- Finalised reports: 2 (“Administrative Workload, Core Job Productivity, and Satisfaction: A Survey-Based Study at Uppsala University” + “Working as a postdoc - a survey”)
- International collaboration: collaboration with Matariki network
- Participation in national SULF meeting: Förbundsråd

Working Group Activities

Equal opportunities

The Equal Opportunities working group in 2025 focused on two areas - organizing seminars on the topics of discrimination and conflict resolution, and maintaining the language cafe initiative, an event series co-hosted with the Equal Opportunities groups of multiple departments at UU.

The Swedish language cafe initiative started at the end of 2023, and is planned as a recurring event where a different departments’ EO groups join 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. The first of these events was co-hosted in November 2023 with the Physics Equal Opportunity group, and in 2025 we had three more events in February, May, and June, with the the local² Saco-S board of Ångström and the Equal Opportunities groups of the Departments of Pharmacy and Education.

We also had two seminars, one on the topic of racism in academia in February, given by Alireza Behtoui (Södertörn University) and Paula Mählick (Stockholm University), and another on conflict resolution in the workplace in September, given by Saco and UU's safety representatives, Lars Madej and Fredrik Movitz.

Working conditions, working environment, and academic freedom

In 2025, the group organised the following events:

- Seminar: “Uppsala University’s new employee policy (adopted 2023)”

Date: 27 February 2025.

Speakers: Sharon Rider (Professor, Department of Philosophy), Charlotte Platzer Björkman (Professor, Department of Materials Science and Engineering), Lina Julin (Human Resources Specialist), Fredrik Movitz (Coordinating Safety Ombudsman).

-Bibliometry Seminar: “Understanding research trends through numbers”

Date: 12 May 2025

Speakers: Jens Eriksson (Uppsala University Library), Börge Dahrén (Uppsala University Library), Hans Karlsson (Department of Information Technology), László Károly (Department of Linguistics and Philology).

-Seminar (co-organised with SACO-S Ångström): “Navigating Mental Health in Academia – Stress, Work Environment, and the Path Toward Sustainable Well-being”

Date: 16 September 2025

Speakers: Karen Brounéus (Professor, Department of Peace and Conflict Research), Jakob van de Leur (Researcher, Department of Psychology), Ola Enström (Consultant, Falck).

-Webinar & Panel Discussion: “Academic Freedom under Pressure – Insights from the United States” for SULF Day

Date: 1 October 2025

Speakers: Dan Garisto (Science Journalist covering U.S. research and policy for Nature) and Laila Abdallah (Political Analyst, Akademikerförbundet SSR).

Moreover, the group launched a survey examining the administrative workload on employees at Uppsala University and its impact on their work and well-being. The survey built on preliminary work undertaken by the group in 2024. A report analysing the findings — Administrative Workload, Core Job Productivity, and Satisfaction: A Survey-Based Study at Uppsala University — was authored by the group.

Competences and Careers

In the year 2025, the competence and career working group has analyzed the survey on the conditions of a postdoc at Uppsala University.

This work is the culmination of a three-years long project, the survey had been designed and sent to postdocs in Uppsala in 2023 and analyzed in the subsequent years.

The results of the survey have had media coverage, with an article published in UL (<https://universitetslararen.se/2025/10/16/rapport-arbetsmiljoproblem-och-utsatthet-bland-postdoktorer-i-uppsala/>).

Communication has been established with other relevant associations in Uppsala, (UUPA, JF, DN, IFS) and with other SULF locals with the aim of sharing information ideas and projects.

Recruitment and External Communication

The working group has organized events aimed at increasing the visibility of SULF at Uppsala University, participated in introductory events organized by other actors and conducted a series of one on one recruitment meetings with new employees throughout the year. The work of the group has produced an increase in membership numbers that confirms a positive trend in membership over the past 5 years (see Figure 1). However, more recruitment work is needed for the future.

The specific activities carried out by the group are the following:

- A seminar on rules and regulations related to various forms of leave of absence was organized on January 23 (main speakers: SULF National officers Antonia Ribbing and Annahita Yazdi).
- Members of the group gave a recruitment presentation at an introductory seminar for doctoral students organized by the SamFak doctoral board on March 17.
- A seminar on migration rules and residence permits was organized on April 23 (Speaker: SULF chief negotiator Robert Andersson).
- Members of the group gave a recruitment presentation at the MedFarm PhD day on April 25.
- Members of the group sent individual recruitment emails to new employees throughout the year, which resulted in many one-on-one recruitment meetings.
- Members of the group followed up individually with seminar participants who indicated that they would like to get more involved in SULF, maintaining a list of active members and keeping contact with them.
- The group maintained the SULF/Uppsala Facebook page.
- The group compiled an information dossier about funding problems affecting Swedish for Academics courses offered by the university and raised the issue with the university through Saco-S.
- The group organized a “fika with the union” for SULF/day in three different locations (Engelska Parken, Ekonomikum, campus Gotland).
- Members of the group gave a presentation on the recruitment strategy of SULF Uppsala at an online meeting among unions active at universities in the Matariki network on October 22.
- The group organized an introduction seminar for newly recruited Employees on October 24 (main speaker: SULF Chief negotiator Robert Andersson).
- Members of the group visited the SULF local association at Lund university conducting a 1.5-days recruitment workshop on Nov 9-11.
- The group is in the process of restructuring the SULF/Uppsala website.
- The group is scheduled to give a presentation at a seminar organized by the IT doctoral council on December 4.

The group has moreover compiled historical data about membership numbers and participation in the AGM (see figure 1 and 2). The data reveals a positive trend in recent membership numbers, which have been slowly growing in the past five years. Participation in annual meetings displays a strong increase starting from the 2020 annual meeting and reaching a maximum in 2024.

Figure 1

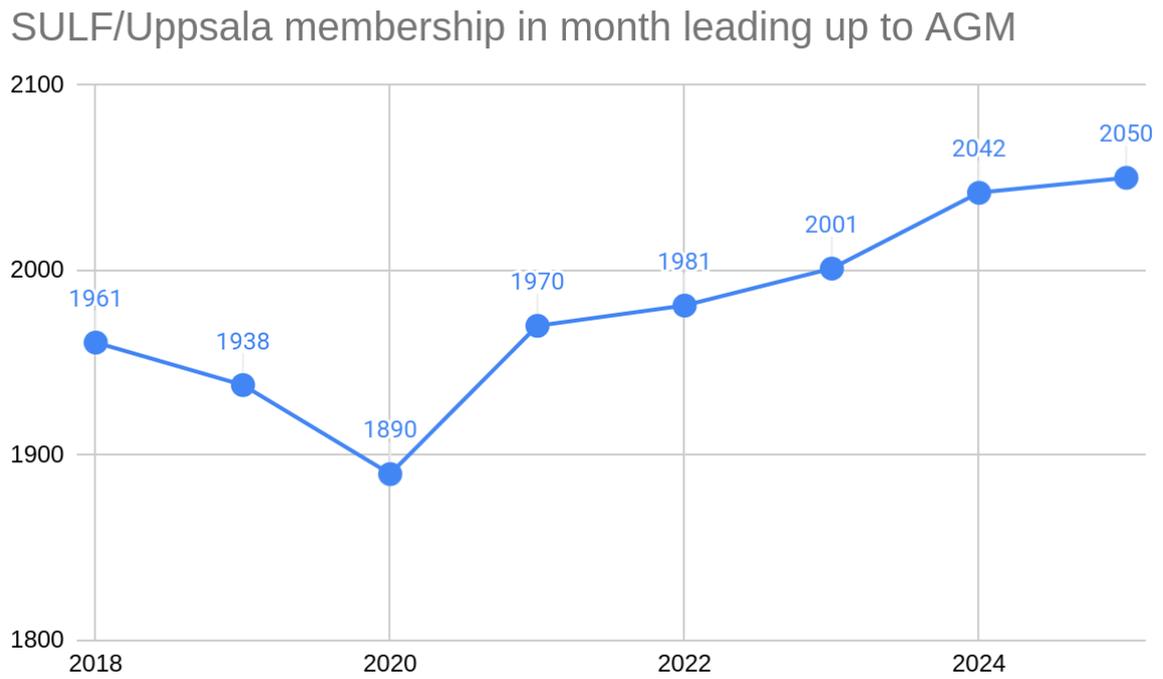
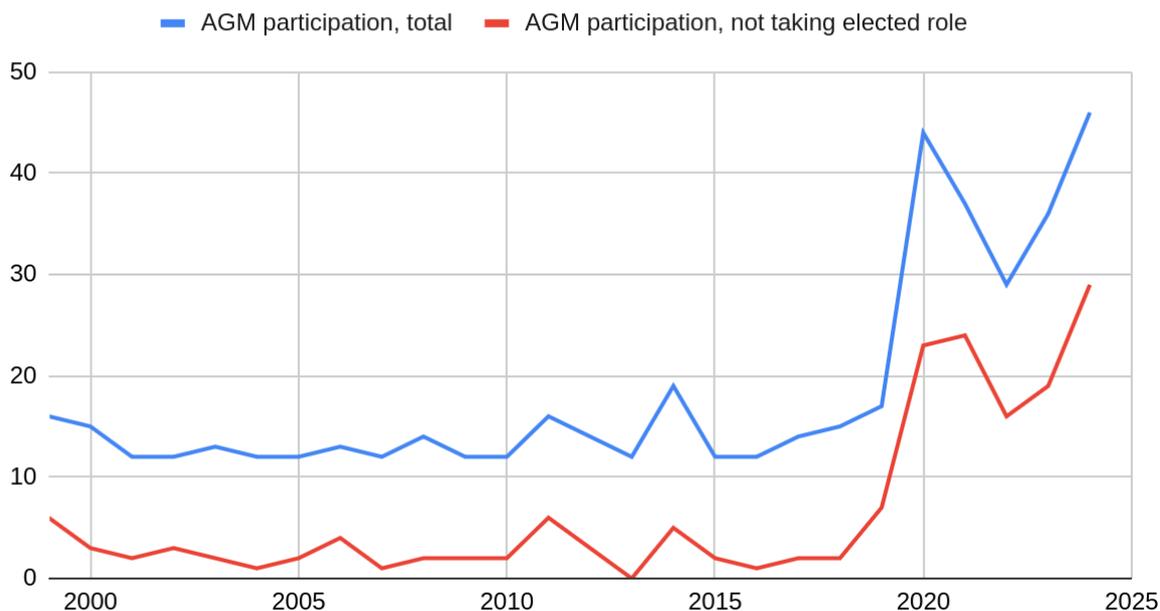


Figure 2

Participation at ordinary AGMs



The group will communicate its activities to the members of SULF in the form of seminars, scientific cafes, and debate articles, as well as study the possibility of conducting surveys both within SULF but also wider in UU to uncover any issues related to its topics of concern.

Other activities:

The board constituted itself on 2024-12-16 and decided to continue with the activities and priorities decided by the outgoing board in a modified form.

Recruitment of new members has been a priority area with the establishment of joint recruitment activities with Saco-S at Uppsala University.

Close collaboration with sacco-s on individual cases and general initiatives, such as the Swac initiative.

The chair maintained regular contact via email with individual members reaching out to SULF/Uppsala on issues they experienced at the university. We design our events based upon some of the feedback that we have gotten from our members.

The board has actively proposed discussion question to this year's SULF national council meeting and two representatives attended lunch to lunch meeting in Stockholm.

The board has met representatives from SULF Lund, SULF/sacco-s Södertörn, and norske forskerforbundet.

The board has made effort to increase the AGM participation from members.

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, the creation of SULF Uppsala wiki, 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 long-term plans and goals.

Xin Mao

SULF/Uppsala chair

2025/11/19

Xin Mao