



Business plan SULF/Uppsala 2026

Overall Business 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 2026

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 2026 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 2026, the working group will continue organizing seminars on the topics relevant to its workings -the first of which is a planned sequel to the seminar on racism in the workplace; as well as carry on with the language cafe initiative, thus exploiting the opportunity for collaboration with the various UU departments' Equal Opportunities groups and planning other mutual events.

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.

Working conditions, work environment, and academic freedom

The group suggests that the new group's members organise the following activities in 2026:

-Seminar on the survey's results on the administrative workload on employees, using the report written by the previous members (January or February 2026) and contacting Universitetsläraren to explore the possibility of publishing an article about the report.

-A new seminar on bibliometry, with a different theme/question.

-Seminar or survey on Academic freedom (perhaps as a reaction to the inquiry launched by the government, which should be published in 2026).

-Seminar/event/workshop on mental health in academia or a similar topic related to working conditions/environment.

-Organise a specific event for SULF Day

Competences and careers

Preliminary list of activities for 2026:

- Organizing seminars, events, encounters, about the status of career perspective in Uppsala, sharing relevant information and collecting feedback from members

- Discuss the possibility of a revised survey and the distribution of it to other universities

- Create a small "how-to" guide on how to interpret the data have been developed during analysis of the recent survey in order to facilitate a quicker process for eventual future versions of this or similar surveys

- Keep open the communication channels with relevant associations in Uppsala by hosting cooperative events

Recruitment and external communications

The working group on recruitment and external communication will continue to increase SULF's Uppsala visibility, targeting particularly new employees, emphasizing the benefits of joining the union and promoting solidarity and self-determination among scholars, teachers and administrative staff.

To be more specific, the group will:

- Continue organizing seminars with a strong recruitment component, including repeating seminars that have been successful in the past (e.g. immigration seminar, seminar for new employees, seminar on pensions) and/or seminars on new topics (e.g. a new seminar on leaves and rehabilitation).
- Organize one or more social events for new employees.
- Organize fika with the union and similar informal events on SULF day and on other occasions
- Continue and improve collaboration with other SULF local associations on recruitment
- Increase participation in AGM by inviting members and promoting a culture of active participation in union meetings
- Increase social media activity, possibly by repositioning useful material from SULFs central website
- Improve and maintain the SULF/Uppsala website

The overarching goal of the group will be continuing with one on one organizing efforts to achieve better membership numbers for the coming year.

Finally, the working group will organize a seminar on migration at the beginning of 2026.

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 2026, 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 the chair of Saco-S at UU.

Xin Mao *Xin Mao*

SULF/Uppsala Chair

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