



Business plan SULF/Uppsala 2025

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 2025

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:** Expanding the involvement of the entire board, including alternates, in daily operations.
- **Member dialogue:** Increasing the frequency and variety of activities designed to facilitate direct dialogue and engagement with members.
- **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 2025 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 2025, the working group will continue organizing seminars on the topics relevant to its workings -the first of which is a planned 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

In the beginning of 2025, the group will send a survey on laboratory and work environment safety issues and their excessive workload on researchers that was prepared in 2024. Then the group will analyse the results during 2025.

The working group will organise an open seminar with a panel discussion on the new employee policy adopted by Uppsala University in 2023. Date: January/February 2025.

The group will organise a follow-up of the bibliometry seminar that took place in 2023. The theme of this new seminar will be open-access publications, with a panel discussion. Date: March/April 2025.

Competences and careers

In the year 2025, the group will focus on the following:

- Finalise and publish the survey report in Universitetsläraren.
- Based on survey results, follow up with the SULF central office on possible action.
- Discuss and decide on the possibility of running revised postdoc survey.
- Keep closer contact with Uppsala University Postdoc Association (UUPA), Junior Faculty (JF) and the Doctoral Board (DN).

Recruitment and external communication

The working group on recruitment and external communication will continue to introduce SULF uppsala's work to the broad audience among university employees, especially newly recruited employees. Not only show them the benefits that joining SULF can bring to them but also

demonstrate the importance for solidarity and community of self-determination among scholars, teachers and administrative staff for a good working environment and academic freedom. To be more specific, we will

- Carry out the already planned seminar on leave (preliminary date 01-23-2025)
- Continue with seminars and support for migration issues.
- Send information letters to newly recruited employees, and follow up with active members who want to engage with board activities.
- Organize introductory seminars to new PhDs and postdocs on knowing their rights.
- Organize communicative events such as SULF day.

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 2025, 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.

Uppsala, 2024-11-18

Michael Papenbrock
Chair, SULF-Uppsala