



Annual report of SULF/Uppsala 2024

Membership overview

At the time of this writing, the latest available membership data were for October 2024. Below the data are broken down by several categories and compared to the same month of the previous year.

	October 2024	October 2023	Change
Total	2042	1986	+2.8%
Women	1038	981	+5.8%
Men	1004	1004	0%
Doctoral students	395	371	+6.5%
Retired members	13	16	-18.8%

While the total membership count has been steadily increasing, the largest growth happened among women and PhD candidates. The age distribution of members was relatively even, with smaller numbers in the age groups "younger than 30 years" and "older than 65 years".

Board Composition, Roles, and Responsibilities

The 2024 SULF/Uppsala board consisted of:

Chair: Michael Papenbrock

Vice-Chair: Paulina Rajkowska

Regular Members: Marco Chiodaroli, Christine Holmström Lind, László Károly, Mohamed Al-Sabri, Ana Tanevska, Kumari Ubhayasekera, Abuzer Orkun Aydin

Alternates: Xin Mao, Linhong Xiao, Britt Stikvoort, Meryem Saadi, Aikeremu Ahemaiti, Jacob Bull, Francesco Foggetti

In addition:

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

Nomination Committee: Serdar Temiz (convener), Anna Foka, Nadja Visser

Michael Papenbrock also served on the board of Saco-S at Uppsala University until the end of June, thus acting as a link between Saco-S and SULF/Uppsala.

Paulina Rajkowska resigned in November 2024 after transitioning to the SULF head office.

The association's representatives and alternates to SDF's ombudsman meeting were Orkun Aydin and Mohamed Al-Sabri.

Board Activities and Strategic Focus Areas

During the year, the board held ten board meetings. In addition, the board had two full-days for planning and congress preparation. An extra annual meeting was held on 2024-05-15 to fill a vacancy in the nomination committee. The members elected Nadja Visser in this role.

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

- **Equal Opportunities** (Conveners: Francesco Foggetti and Ana Tanevska)
- **Working Conditions, Work Environment, and Academic Freedom** (Conveners: Mohamed Al-Sabri and Meryem Saadi)
- **Competences and Careers** (Convener: Aikeremu Ahemaiti)
- **Recruitment and External Communication** (Conveners: Xin Mao and Kumari Ubhayasekera)

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, Uppsala University PostDoc Association and Junior Faculty, other SULF chapters, and the SULF head office. A major focus area of the year has been the preparation for the SULF national congress.

Highlights for the year:

- Board meetings: 10
- Numbers of motions written: 13
- Seminars and lectures: 7 (including one organized for January)
- Meeting with other associations: 2
- Presentations and participation in panels/events/symposia: 2
- Debate articles and public appearances: 2
- Fika with union: 3 (SULF-day, language café)
- Recruitment drives: 1
- Survey data analysis: 1

Working Group Activities

Equal opportunities

The Equal Opportunities working group in 2024 focused on two areas - organizing seminars on the topics of discrimination and work environment, 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 throughout the first half of 2024 we had the chance to host two more events: on March 27th and May 22nd, with the IT Department and the Archive, Library and Museums Department respectively.

The second half of 2024 instead was focused more on seminar planning and organization, with a seminar on the work environment of LGBTQIA+ people confirmed for November 18th, and another seminar on racism planned for early 2025. The seminar on November 18th will be given by Andrea Eriksson (KTH) and Sara Andersson (University West), and it will be co-hosted by the TekNat LGBTQIA+ event series.

Working conditions, working environment, and academic freedom

The following activities were carried out:

- May 17: Hybrid seminar on Gender-Based Violence in Swedish Higher Education, with the following invited speakers: Dr. Karin Dahlman-Wright (Professor and Program Leader, Karolinska Institute), Dr. Minna Salminen (Associate Professor in Sociology at Centre for Gender Research, Uppsala University), Lux Miranda (Chair of the Doctoral Board of Uppsala University) and Robert Malmgren (Chair of Saco-S at Uppsala University).
Language: English.
- During the year, the group also initiated a survey on laboratory and work environment safety issues and their excessive workload on researchers.

Competencies and careers

The major focus of the competencies and careers group in 2024 has been the postdoc survey. The working group has discussed how the data should be analyzed and conducted the analysis accordingly. Preliminary findings indicate among other things an inverse correlation between our measure of reported well-being and time spent at Uppsala university, as well as a decrease in reported career perspectives among postdocs on stipends as opposed to employment. The form of the survey report has also been discussed and agreed upon among the work group members. The preparation of a report to disseminate the results has been initiated.

Recruitment and External Communication

The working group has organized or participated in the following activities:

- Support was provided to SULF/DCA in the organization of a PhD contact day on February 9
- A seminar on migration rules and residence permits was organized on May 2nd (Speaker: Robert Andersson, 70 participants, in person, tacos served)
- A seminar on pensions was organized in conjunction with the extra annual meeting on May 15th (Speaker: Anna Ekenberg, 30 participants, in person)
- Invited presentation at MedFarm PhD day April 19
- Organized and carried out fika with the union on SULF day, and Sanna Wolk's visit to SULF Uppsala.
- Organized an introduction seminar for newly recruited postdocs on november 7 (speaker: Robert Andersson, 60 participants, webinar, event in collaboration with SULF/SLU, UUPA, SLUPA)
- Sent out individual recruitment emails to employees in the University who started their position this fall.
- Followed up individually with seminar participants who indicated that they would like to get more involved in SULF initiating a list of active members and keeping contact with them.
- Maintained the SULF/Uppsala Facebook page.
- Planned a seminar on different forms of leave of absence for January 23rd 2025.

Other activities

The board constituted itself on 2023-12-21 and decided to continue with the activities and priorities decided by the outgoing board in a modified form. The board had two full-day meetings on 2024-06-08 and 2024-08-29 where the focus lay on preparation for the national congress as well as planning of long-term activities.

In response to the humanitarian crisis in Gaza, SULF/Lund and SULF/DCA issued statements to the executive board of SULF, to which SULF/Uppsala expressed its support.

The board has continued close collaboration with the SULF local association at SLU by inviting its chair to one of our full-day meetings and by co-organizing an information seminar for postdocs.

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

The chair maintained regular contact via email with individual members reaching out to SULF/Uppsala on issues they experienced at the university.

The two-day national congress of SULF was scheduled for 2024-11-21/22. SULF/Uppsala invited all members to participate in the preparation of motions for the congress. Eventually, 13 motions were submitted, the highest number among all local associations. The topics reflected issues that emerged from our annual work and communication with our members. Hence, topics include the working conditions and career perspectives of postdocs and researchers, increased support for migration issues, equal opportunities, collaboration between SULF and funding agencies, and protecting academic freedom. At the time of this writing the congress had yet to take place and, therefore, this document does not contain any reflections on the outcome.

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 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.

Michael Papenbrock, SULF/Uppsala chair
Uppsala, 2024-11-18