

Time and place: SU Young Faculty Meeting  
13:00 2018-03-26  
Geo-huset U26

Present: 16 people, all active members of SU Young Faculty  
See the list at the end of the document

Meeting Chair: Anne Soerensen

Secretary: Tara Hessa

§ 1 **Approval of agenda**

The agenda was approved

§ 2 **Presentation and discussion of response to the YF budget that has been given to us by the dean**

Background

During the 1<sup>st</sup> YF Steering Committee meeting it was decided to request economic support from the Science Faculty leadership of 150tsek and 20% salary support for two people to run the YF during 2018. The Science Faculty leadership made a decision to support the YF with 200tsek until the summer of 2019 where this sum could be re-negotiated. A clause stated that this money could not be used for salaries. The YF leadership followed up on this by suggesting that a maximum of 50% of the economic support could be allocated to salaries or that the YF was provided with 20% administrative support. The response to this was that small fees (arvoden) could be given for actual time spent directly connected with special event or other non-standard tasks but that this should be kept small. Thus, at this point the YF and the faculty leadership has not been able to reach an agreement on the distribution of economic support for the YF.

It should be noted that providing salary support has precedence in the other Junior Faculties around Sweden. Most of these have either 5-20% salary support for several people in the leadership group or a set sum (for example 20-40tsek/y) that is given to the leadership as compensation.

Discussion

The YF saw it as very positive that the faculty leadership has decided to support the YF economically. However, there was a general agreement that people who put down a lot of time into the YF should be compensated in some way. Furthermore,

there was an agreement that the YF is not yet big or established enough to spend the 200t kr if there is no support for the people who do the work. Everyone felt that we would be able to get further by having people with time to organize and network with existing facilities at the university (like the Research Support Office etc) than with economic support for events that we do not have the man-power to spend. Furthermore, there was a sense that if the YF should be around for a long time it is important that we create a sustainable structure for the YF and that we could not be sure to find a committed YF leadership in the future without some recognition of their efforts. Furthermore, providing salary support also ensure that the elected people have an official responsibility in connection to sustaining the YF organization.

**It was decided that the YF leadership should continue the dialogue with the faculty leadership in the hope that we can come to an agreement that is agreeable to all parties. And that we, based on the progress made by the next steering committee meeting at the end of May, should continue our discussion within the YF and decide on further action.**

The following points were discussed at the meeting:

- It was unclear to the young faculty members why the science faculty leadership had made the decision no to provide salary support to the leadership. The YF leadership was not able to answer this, as they were equally unclear about the reasoning. It was suggested that a dialogue meeting between the young faculty members and the dean might be needed to clarify such questions. The YF leadership will work on organizing such a meeting.
- We are the first YF at SU (as far as we know). Members therefore felt that we need to ensure that we start our organization in a sustainable way not only so that we have a YF at the Science Faculty in 10 years but such that if YF's are created at the other SU faculties they will have a good example of an organization that they can model their YF after and refer their faculty leadership to.
- It was agreed that many of the purposes of the YF could be done without money but not without people investing their time. One of the main purposes of the YF is to network across sections, make sure that information from section board meetings are discussed in a broad forum and that we have a voice to make our opinions be heard. There was therefore a clear sense that we could make due for the first year without much money to spend for organizing our own activities but that compensation for building up the organization is necessary if the YF should be long lived. Otherwise there is a big risk that no-one will be willing to take on the work as Chair and Vice-chair in the future.
- It was decided that the YF homepage could be closed down until further notice if no progress is being made towards a common understanding between the YF

and the faculty leadership. This could be done to indicate that the progress of the organization has stopped until an agreement can be made.

- That we will continue the dialogue with the dean and vice-dean in the pursue of an agreement that both parties are happy with. This will be done by continuing an open dialogue through another meeting between the YF leadership and the dean and if needed an invitation to a dialogue meeting between the dean and YF members.
- That the YF leadership should look into alternative ways of giving compensation through the other junior faculties in Sweden as well as look into how compensation is given at other organization at SU with similar time compensation mechanism. These alternatives could then be brought forward at the meeting with the dean.
- That we should learn as much as possible from our sister organization. Hence, the YF leadership will meet with KI junior faculty and the National Junior Faculty Chair on March 27th, 2018.

### § 3 **News from the section board representatives that has attended their first section board meetings on the 21<sup>st</sup> of March**

We had some interesting discussions based on the information passed on from the section board meetings.

Summary from the section board meetings (Geology environmental science, Biology, Chemistry and Physics/Mathematics):

- Section boards welcomed the YF organization.
- SU vice-Chancellor taking decision on allowing external VR consolidator holders, as another route, to enter the tenure-track system.
- Discussion about creation of positions (ScilifeLab fellows) and recommendations on other employments issues are taken during these meetings (specific to sections).
- Planning arbetsmarknadsdag on feb 13th, 2019.
- Discussion on other internal issues: Digital support system for PhD program, teaching rapport, fire safety....

### § 4 **Creation of bylaws**

Postponed until we know more about the future of the YF

### § 5 **Narrow down our focus areas for the coming year. Ideas were put forward at the last steering committee meeting and we will at this meeting narrow down**

**the ideas to a realistic number of workshops and focus areas that we can act on in 2018**

Postponed until we know more about the future of the YF

§ 6 **Social activities – should we offer this and who would like to be active?**

Postponed until we know more about the future of the YF

§ 7 **Presentation of our new homepage and suggestions on additional content/use of the page**

The YF homepage can be found at: <https://www.science.su.se/english/about-us/organisation/stockholm-university-young-faculty-1.375593>

The homepage present our mission statement and the YF leadership. At the page information of upcoming meeting agendas and relevant events (either hosted by the YF or other organizations on campus) will be posted. Furthermore, there will be a record of the minutes from all previous Steering Committee meetings.

§ 8 **The meeting ended**

2018-03-26:

Tara Hessa

**Present at the meeting**

Anne Soerensen, ACES  
Tara Hessa, DBB  
Nir Fluman, DBB  
Åsa Tellgren-Roth, DBB  
Lovisa Lundholm, MBW  
Jana Johansson, ACES  
Svante Hedström, Fysikum  
Joakim Hallden Stenled, Fysikum

Elias Diesen, Fysikum  
Mo Segad, DBB  
Isabella Karlsson, ACES  
Zhe Li, ACES  
Ioannis Liagkouridis, ACES  
Vasilios Tsarauhag, MBW  
Johan Seijsing, MBW  
Grant Kemp, DBB