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To the Saco-S council at Linköpings universitet

Annual meeting 2019

Proposal: Declaration of SACO-s as proactive advocate for quality and transparency at LiU

At LiU, as elsewhere in Sweden, the collegiate governance of universities is diminishing. Particularly due to the use of committees (valberedningar) to propose leadership-preferred members of governing bodies (anställningsnämnd, utbildningsnämnd, etc.), the actual influence of the college members (i.e., teachers) is barely perceptible. This threatens the workplace environment for said members and even the general quality of the education and research we deliver.

One of the last few areas in which teachers have direct insight and influence into the operation of the university is through the union (e.g., SACO-S). However, the union has traditionally focused on the immediate situation for its individual members rather than the healthy operation of the entire university, often in reaction to decisions made by the university's leadership (at various levels).

I propose that SACO-s wholeheartedly and vocally adopt the role of *proactive* representative for the university's teachers in the management of the university with the goals of:

- *transparency* in decision-making and strategy development at all levels, particularly involving the distribution and allocation of resources and assignments,
- *merit-based* hiring and distribution of assignments and resources, and
- *ethical* handling of research and valorization/commercialization of research, particularly with regards to following, e.g., the Vancouver Protocol for authorship.

Although the union cannot relinquish its role of *reactive* defender of individual members who may come into conflict with our employer, I propose that both the university and SACO's members are best served by honest, effective, and transparent organizational management and that by *proactively* working toward these at all levels, SACO-S will improve the general work environment and, with time, reduce the number of individual conflicts. Furthermore, this strategy will likely make union membership more attractive to employees who have not joined one of SACO's unions. To this end, I propose that SACO-S *create, publish, and execute a strategy* for *proactively* improving the areas listed above through the current agreements (samverkansavtal) and collaboration structure (LSG, CSG, various board representatives, etc.).

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