



ANNUAL REPORT
2019/2020

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1. PhD Representatives

The PhD Student Association is a section in Teknologkåren that represent the graduate students' interest and participate in the development of education at the graduate level at Luleå University of Technology (LTU). Members of the PhD Student Association are those who paid the membership fee to Teknologkåren (Student Union), currently held at 150 kr. Last year there was difficulties to becoming a member and these difficulties remains this year. This as LADOK 3 have a problem with register "staff" while in the same time PhD students do not count as students either. Hence the system cannot support PhD student registrations in a good way. To become a member, the PhD student should bring a copy of their registration certificate (registreringsintyg) including information about their degree of studies (studiegrad). The number of members were at least 176 16th of November 2018, 133 15th of April 2019 and 92 17th of March 2020. This means that the number of members have been halved since implementation of LADOK 3. The PhD Student Association cannot really make it easier to becoming a member as it is something that depends on the Student Union Office and LTU.

PhD representatives are elected by members at the annual meeting. They represent the PhD Student Association at various bodies (organ) at LTU. Below is a list of current elected representatives for 2019-2020, their assignment, and the time they were compensated with. Some of the selected representatives, during the annual meeting, have been replaced during the year.

PhD Representative	Assignment	Time compensation	Styrelsen/ Repparna
Maria Rodiouchkina	Chairman + US + TVM	10% + 5%	S + R
Stefan Marth	TFN	10%	S
Ulrika Lögdberg	FFN	10%	S
Gustav Grund Pihlgren	FOG + TFN (sub) + SRT	5% + 0% + 5%	S + R
Ingela Jobe	FOG + FFN (sub) + HLV	5% + 0% + 5%	S + R
Daniel Fjellborg	Saco	10%	S
Linus Thomson	ETS	7%	S + R
Björn Emmoth	KKL	7%	S + R
Carl-Alexander Allwood	HPC	5%	S
Jacob Nilsson	KF	0%	
Justine Decrozant-Triquenaux	KF	0%	
Carl Holmgren	Artistic committee FFN + Campus Piteå	5% + 0%	
Viktor Sandell	ASN 1	10%	
Suzanna Törnroth	ASN 1 (sub)	0%	
Maria Johansson	ASN 2	10%	
Lina Sundén	ASN 2 (sub)	0%	
Johannes Huber	Campus Skellefteå	0%	
Chris Nieto	Campus Kiruna	0%	
Hari Vadivel	Seth M. Kempe	0%	
Wiebke Reim	Election committee (Convener)	0%	
Brian Wernicke	Election committee	0%	
Lisa Larsson	Election committee	0%	

Styrelsen: The board of the PhD Student Association; Repparna: Representatives from Department steering committees

Read more about the positions here:

<https://www.ltu.se/research/Utbildning-pa-forskarniva/Doktorandsektionen/Engagera-dig?l=en>

2. The Board of the PhD Student Association (“Styrelsen”)

The board of the PhD Student Association is responsible for day-to-day operations within the organization and is represented in several bodies at LTU.

The board 2019/2020 constituted of the following persons:

Chairman

Maria Rodiouchkina

Secretary

Vacant position

Board members

Maria Rodiouchkina

Ulrika Lögdberg

Daniel Fjellborg

Björn Emmoth

Stefan Marth

Ingela Jobe

Carl-Alexander Allwood (from 2020-01-29)

Linus Thomson (from 2020-01-29)

Gabriel Sabau (until 2019-12-31)

Moa Dahlberg (until 2019-12-31)

Anna Spångö (until 2019-12-31)

Gustav Grund Pihlgren

The board held during the year 2019/2020:

- Eight board meetings
- Two section meetings:
 - 30th of September 2019 we had a by-election, presenting some important information for the PhD students and had an open discussion about questions and concerns that the PhD students wanted us to work with during the year 2019/2020. During the section meeting there was also dinner and presentations by the PhD Student Representative Johan Carlson and the vice-chancellor Birgitta Bergvall-Kåreborn. There were 41 participants registered for the event and 35 present.
 - 29th of January 2020 where the focus was on presenting our analysis of the results from the survey “PhD Students Mirror” followed by a discussion about which questions that the PhD students considered being the most important to start working with. During the section meeting there was also a by-election and discussion regarding activity for the annual meeting. Afterwards, an inspirational talk was given by the Supervisor of the Year 2019, Jens Hardell on the theme supervision. There were 23 participants registered for the event and 13 present.
- An annual meeting with dinner

and arranged:

- A fun event at Alcatraz for all PhD students at LTU, with paintball and discussion about the mentorship programme for PhD students. For this event we offered PhD Students at other campuses rental car if they wanted to join the event and three PhD Students from Skellefteå came. In total 26 PhD student participated in the event.
- A workshop with Åsa Burman, “Academic Effectiveness” together with the HR unit at LTU. There were 37 registered participants for the workshop with 6 people participating on distance, from other Campuses.
- Three workshops on the theme for 2019/2020, “Career Planning”:

- “Career planning workshop” on September 3rd 2019 with the focus on career outside academia. For this workshop we had invited Heather Jacksic from Career Center at LTU and associate professor Tim Foster from LTU to give lectures about how PhD students can market themselves and prepare for job applications and interviews. Thereafter, there were presentations given by HR and managers from industries and research institutes such as LKAB, Volvo Group, SNS Centre for Business and Policy Studies. They talked about their experience with the recruitment process, about their workplace and answered questions from the PhD students. Afterwards, there was a nice mingle for all participants from the workshop. In total 35 PhD students registered for the event and some participated online.
- “Commercialization and utilization of academic research results workshop” on March 3rd 2020. For this workshop we had invited LTU Business to talk about how PhD students can take their research outside of LTU and how it can be applied to impact society by commercialization. Afterwards, three researchers at LTU shared their stories about how they have commercialized their research or applied for patent. There were 19 (4) registered participants for the workshop with the number in the bracket indicating number of participants on distance, from other Campuses.
- “Career outlook in Swedish academia & industry workshop” on May 19th 2020 which is arranged together with Sveriges Ingenjörer. Andreas Nyström, PhD, Head of Negotiations for the Public Sector at Sveriges Ingenjörer will deliver insights on which industries and sectors that hire PhDs and what salary and titles you can expect. Afterwards we have invited three seniors from LTU with different backgrounds and career paths to share their Dos and Don'ts for PhD students who are interested in continue their career in academia.
- Decided a new theme “Communication” for the upcoming workshops during 2020/2021 and started the planning of the upcoming workshops.
- Spring activity at Alcatraz, Luleå in connection to the annual meeting. The activity is go-kart.

and participated and worked with (among other things):

- Represented LTU at the work fare LuleåARBetsmarknadsVecka (LARV) together with the HR unit at LTU.
- Supervisor of the Year together with Teknologkåren. The prize for 2019 went to Jens Hardell, TVM.
- Had a meeting with the head of Professional Services and heads of HR, Analysis and Preparation and Student Affairs at LTU do discuss some areas that they are planning to improve and also discussed some issues that the PhD students brought up to the PhD Student Association. We discussed among other things, improvements of the introduction course for new PhD students, follow up of PhD students that quit before graduation, improvement of the PhD handbook.
- Had a meeting with the University library to discuss some of the activities that they plan to introduce when opening the new library as well as potential future collaboration with the PhD Student Association.
- Participated in the interviews for the internal audit of the “PhD Students Situation” as well as discussed possible solutions for some identified areas that needs improvement and gave feedback on the report.
- Presented the analysis of the survey “PhD Students Mirror” with identified areas that needs improvements in all of the bodies within LTU where PhD Student Association is represented, i.e. has representatives.
- Raised the issue regarding ethical guidelines for LTU including Co-authorship in all of the bodies within LTU where PhD Student Association is represented, i.e. has representatives.

- Made a proposition for LTU regarding departmental duties so that it will be possible for the PhD students to see how much departmental duties that is reported each semester and given information where to turn if it is incorrect with respect to what has been agreed upon.
- Made a proposition to LTU regarding the Ph.D. student representatives and having an additional external Ph.D. student representative. In addition there should be an annual report from the Ph.D. student representatives stating how many PhD students they have helped during the year and type of issues that have been raised during the year. The aim of the report is to see examples of the kind of issues that the Ph.D. student representatives can support with and also more importantly for LTU to see if there are areas of the third cycle education that needs improvements.

3. Representatives from Department steering committees (“Repparna”)

In order to have more strategic coordination, “Repparna” was created 2016/2017. By coordinating around key issues the PhD Student Association have a higher probability of raising awareness of PhD issues, if these issues were raised simultaneous at the six steering committees at LTU. Apart from this, members of “Repparna” also planned and organized social activities at their department. This year, the PhD Student Association board decided that “Repparna” should be used as a preparation group that works on assignments by request of the board.

“Repparna” 2019/2020 constituted of the following persons:

Gustav Grund Pihlgren
Maria Rodiouchkina
Björn Emmoth
Ingela Jobe

Gabriel Sabau (until 2019-12-31)
Anna Spångö (until 2019-12-31)
Linus Thomson (from 2020-01-29)

The representatives in department steering committees have during the period had three meetings. Topics that were discussed and brought to meetings with department steering committees were among other:

- Development of survey “PhD Students Mirror”.
- Analysis of the results from the survey “PhD Students Mirror”.
- Proposition to the PhD Student Association board regarding the Ph.D. student representatives at LTU.

Activities arranged:

Semester	Activity	Date	Organized by
Ht19	Dinner at Tages, Campus Piteå	2019-12-02	Carl
Vt20	Skiing trip to Storforsen/Kåbdalis, Campus Skellefteå	2020-03-20	Johannes
	Prison Island + dinner Alcatraz, KKL	2020-04-27	Björn
	Activity for KKL and HLV	Forthcoming	Ingela and Björn
	Welcome event, Campus Skellefteå	Forthcoming	Johannes
	Event at Campus Kiruna	Forthcoming	Chris

4. Annual report from the PhD Representatives

4.1 Chairman

As Chairman, Maria Rodiouchkina has developed new routines and coordinated the work within the PhD Student Association. During this time she has also contributed through among other:

- Organized the work with the award for Supervisor of the year
- Organized the section meetings
- Organized the annual meeting
- Participated in monthly student union lunches (kårlunch) together with the chairman of the Teknologkåren and the chairman of Luleå Studentkår. Present at those lunches were the vice-chancellor, the two pro vice-chancellors and the university director
- Attended three out of four university board meetings and will attend one more meeting in June 2020
- Continued to work with solving the issue regarding difficulties with becoming a member in the PhD Student Association due to the issues with LADOK 3
- Organized the PhD Student Association and Repparna meetings
- Organized the different workshops 19/20
- Sent out various information to all PhD Students at LTU
- Introduced the newsletter from the PhD Student Association that was sent out to all PhD Students at LTU approximately once per month. Responsible for writing the news letters
- Information/Support to PhD students that have had questions or issues
- Handled the financial responsibility for the PhD Student Association such as; approve invoices, budget follow-up and setting the new budget 20/21
- Annual report and financial follow up for 2019 presented for the University Director in order to obtain funding for the PhD Student Association from LTU
- Discussions and meeting with HPC regarding a future workshop for supervisors which was implemented this year 2020
- Started to organizing a forthcoming workshop "Conflict management" including meetings with HR, Niklas Lehto and Johan Carlson
- Regular meetings with Mia Oldenburg, chairman of the Teknologkåren and the chairman of Luleå Studentkår to discuss issues that students and PhD students are facing such as how to sign up for exams in undergraduate courses for PhD students
- Made sure to find answers to all of the questions that was asked/raised during the section meeting in September 2019 by the PhD students
- Made sure that the email list to all PhD students were updated to include all PhD students and not only the ones hired at LTU
- Had meeting with HR to discuss issues that was identified in the survey "PhD Students Mirror"
- Had meeting with the Ph.D. student representative Johan Carlson
- Been responsible for organizing the PhD students for the work fare LuleåARBetsmarknadsVecka (LARV)
- Responsible for organizing the work with the annual report 19/20

Summary of important points from the University Board Meetings 2019/2020

- Vision 2030 with focus on the strategy work, i.e. how LTU can work towards reaching the vision
- Threats and opportunities connected to the strategies. We discussed what we liked with the main strategies and what we representatives could bring to our function (verksamhet)
- Situation with KKL and making five out of six departments at LTU
- Risk analysis against the authority (myndighet) where the highest risk is the local supply problem
- Premises, indoor environment and local supply. Three of the houses was found to have issues with mold and investigation of the remaining houses will be done. LTU have selected to be transparent in their work with the indoor environment and therefore sharing all the news at the page "Indoor environment and health" at ltu.se
- New D-building in 2024. Until, then there will be pavilions for peoples that used to work in the affected buildings such as D-building and F-building
- Opening of the library during spring 2020
- On behalf of the PhD Student Association board it was brought up regarding scientific dishonesty at LTU and that we get indications from PhD students that it does exist but that it does not get reported or investigated by LTU
- Annual report LTU 2019:
 - The share of research subjects with high supervisor capacity for 2019 was 59%, which is lower than last year when it was 63%. The goal for 2020 is 75%
 - 89% high quality articles and artistic productions in 2019. The goal for 2020 is 80%. No explanation is given as to why the goal is being lowered
 - The number of temporary positions is increasing at LTU, such as postdoctoral fellows and researchers, while employment that can lead to a permanent position such as assistant lecturer and university lecturer is decreasing
 - 580 PhD Students 2019
- The question was raised regarding why it takes 4.4 years in general to finish the PhD for the technical faculty. This could potentially lead to the PhD student finishing the studies without any salary which has happened for some PhD students. LTU had however no explanation to why it took longer than four years to finish. However, they said that other universities is also facing this issue.

4.2 Faculty Board of Science and Technical Sciences (TFN) and Faculty Board of Humanities and Social Sciences (FFN)

The faculty boards work by order of and report to the vice-chancellor. They make propositions to the vice-chancellor regarding strategic questions about research and education. Their tasks are strategic planning, follow-up and evaluation of both research and education on graduate, advanced and postgraduate level, regarding questions like focus, quality, dimension and efficiency. The amount of issues concerning PhD students varies between each meeting of the faculty boards.

During the year Stefan Marth and Ulrika Lögdberg have been the PhD representatives in TFN and FFN. Gustav Grund Philgren and Ingela Jobe have been the substitute representatives. The PhD representatives in the faculty boards also participated in the research strategy committees, which

prepare issues prior to reaching the faculty boards. During this year our representatives have been attending:

- 2 joint meetings (TFN + FFN)
- 4 joint research strategy meetings (TFN + FFN)
- 9 TFN meetings
- 14 TFN research strategy meetings
- 8 FFN meetings
- 7 FFN research strategy meetings

Summary of some important points considered in the faculty boards:

- Vision 2030 and LTUs strategic future research areas (Framtidsområden- Vision 2030)
- Evaluation and follow-up on research and education
- Selection and dimension of education
- Strategic efforts on research subjects
- PhD double degree agreements with other universities
- Preventive measures against misconduct in research

4.3 Steering Committee Postgraduate Studies Group (FOG)

For the year 2019/2020 the PhD Student representatives from TFN and FFN in FoG were Gustav Grund Pihlgren (TFN) and Ingela Jobe (FFN). FoG is a committee that discuss issues related to the research education.

FoG convened for approximately 10 two-hour meetings. Some of those meetings were joint meetings of FoG and the UL-Fs of each department. The following issues of specific note for the PhD students were covered:

- The development of a new ISP (all students should use it after 2020-07-01 unless they have less than a year left).
- The development of a new template for General Syllabus for the research subjects (should be implemented in each subject within 2 years).
- Digitalization of the ISP (a new preliminary investigation as to the viability of this is under way).
- How to ensure a good introduction of new PhD students through, for example, introductory courses.
- Major issues in the PhD Student Handbook (planned to be revised during 2020).
- The issue that many PhD students have a difficult time keeping track of what departmental duties and how much time have been reported (FoG is currently discussing the issue based on a proposal by The PhD Student Association).
- The implementation of a university wide guideline for coauthorship (currently on hold while waiting for a proposal from SUHF which, if accepted by LTU, would impose rules about coauthorship).
- Appointing a workgroup for the issues raised by various surveys of the research education and PhD students.

Aside from the meetings the representatives have also been participating in FoGs workgroups for developing the new ISP and General Syllabus template as well as a meeting between FoG and the internal auditor.

4.4 Artistic Committee (KU)

The Artistic Committee, henceforth abbreviated to AC, work with issues concerning artistic aspects at LTU and reports to Faculty Board Humanities and Social Sciences (FFN). This position, existing since 2016, is since 2018 held by Carl Holmgren. During the academic year 2019–2020, the AC has, according to formulated criteria, judged whether reported artistic productions have been qualified for monetary compensation according to the system at LTU or not. The AC has also initiated an ongoing discussion about reviewing both the criteria for the peer-review of artistic productions as well as the review process as such due to a multitude of reasons. However, this work is still in process. Lastly, AC has articulated aspects of the fusion between KKL and ETS, which are yet to be addressed.

4.5 Steering Committees at the Departments

4.5.1 ETS

The doctoral student representative at the department of Business Administration, Technology and Social Science (ETS) is Linus Thomson. ETS has 75 doctoral students (35 male and 40 female), with 29 at Humans and Technology division, 32 at Industrial Economy division, and 14 at Social Science. There were a total of 7 PhD defenses in 2019. An important development during this period has been the mitigating actions taken in response to three separate survey responses highlighting stress as a cause for concern amongst PhD students. Amongst a number of other existing initiatives, the annual employee appraisal has been updated to include specific themes related to stress and how it can be managed.

4.5.2 HLV

HLV has 15 PhD students, 6 in Nursing, 5 in Occupational therapy and 4 in Physiotherapy. During the year (19/20), the PhD representative Ingela Jobe has organized monthly lunch meetings for all PhD students at HLV. PhD students with part-time employment at HLV and attached to other Universities have been invited. The meetings have served as a forum to share information (for example from the PhD student board meetings and the management meetings), discuss freely and invite guests. The PhD representative has also sent out an information letter approximately once a month with written information from the PhD student board meetings and the management meetings at HLV to all PhD students. The PhD representative have participated in the management meetings held every 3rd week. Topics discussed have mainly concerned the reorganization of the department (two divisions merged) and the new department from next year when HLV and PSÄ merge. HLV presently has 3 research subjects from next year that will be 9. The PhD students at HLV plan to arrange an activity together with the new PhD colleagues in May. The internal Academy of Health of the Future (research school) has organized regular seminars once a month. The recurring 1-day research conference (Nobel day) was arranged at HLV Dec 10.

4.5.3 KKL

KKL has 26 active PhD students (by 2020-03-12), 9 of them from MMT and 17 from PSÄ. Half of the PhD students at PSÄ are from the started graduated school Practice-based Educational Research.

During 2019-2020 Björn Emmoth has attended meetings with the department executive committee once a month. Issues discussed during these meetings concerning PhD students are: 1) the survey report, mostly concerning the situation within KKL, 2) the new organization and change of premises, in a PhD and overall perspective, 3) and some smaller issues, like updates and follow-ups.

In the doctoral school we have a lot of contact with each other, but most other PhD students are mostly quite alone, at least alone in the role as PhD student. Therefore, the group of PhD students have planned for a session together Monday 27th of April, where we will have teambuilding at Prison Island, and also having dinner together. We are also discussing how to connect us PhD students in the new organization together with HLV.

Björn Emmoth has attended meetings with the PhD Student Association and its board, and the meetings with the representatives for the departments.

4.5.4 SBN

Gabriel Sabau has been the PhD representative in the board of the Department of Civil, Environmental and Natural Resources Engineering (SBN/CENE) as well as in the CENE Research Education Group until 2019-12-31. Thereafter, there has been difficulties to find a representative for the department and hence the position has been vacant during 2020. SBN/CENE had 184 PhD students and 76 of them were females, across eight divisions during 2019.

4.5.5 SRT

Since 2019-09-30 Gustav Grund Pihlgren been the PhD representative of in the board of the Department of Computer Science, Electrical and Space Engineering (SRT) for the year 2019/2020. SRT has (as of March 2020) 63 registered PhD students of which 10 are external.

The SRT board held approximately 8 one-hour meetings between 2019-09-30 and 2020-03-27. With regards to PhD students and research education the following items have been brought up during board meetings:

- The physical work environment in the A-building in Luleå.
- The low number of PhD students at SRT that have had Development Dialogue (Medarbetarsamtal) during the past year (as revealed in the PhD Student Mirror 2019 survey).

4.5.6 TVM

Department of Engineering Sciences and Mathematics (TVM) had approximately 199 PhD students 2019, across eight divisions and 66 of them were females. The divisions are Mathematical Sciences,

Energy Science, Wood Science and Engineering, Product and Production Development, Machine Elements, Fluid and Experimental Mechanics, Mechanics of Solid Materials and Materials Science.

During 2019-2020 Maria Rodiouchkina has been the PhD representative in the board meetings of TVM (held every fourth week). The board of TVM has had a few interesting PhD student subjects during the period of 2019/2020. The following topics have been discussed in meetings during the year:

- It would be good if more females could be recruited for PhD positions
- Discussions regarding the work environment and having more PhD students sharing one room due to the lack of space at the department
- Planning of a forthcoming course in presentation skills for PhD students giving a few points such as 2 hp (just in the planning phase)
- When merging subjects, the doctoral student may choose whether or not they wish to be examined in the old or new subject
- PhD students will be needed in the student recruitment context in the future
- Ongoing investigation of mold in the E-house
- Presentation of the analysis from the survey "PhD Students Mirror" with respect to answers from TVM and in comparison to LTU. Followed by a very good discussion.

Regarding department activity it was planned to organize an event for PhD students at TVM during spring, like last year. However due to covid-19 it is not sure any event will be organized this year.

4.6 Other Campuses

4.6.1 Campus Piteå

Carl Holmgren has been the representative for Campus Piteå during the academic year 2019–2020. The physical presence of PhD students, as well as senior staff, at Campus Piteå, is somewhat limited. During the pre-covid-19-part of the academic year, only two PhD students were living in Piteå and weekly being present at the department. The time frame for conducting collective activities is thus restricted. Consequently, there might be a need for further developing activities that suit the needs of PhD students at the campus. Nonetheless, in total, six out of nine PhD students managed to eat together on December 2, 2019, at "Tages", which was appreciated.

4.6.2 Campus Kiruna

Chris Nieto has been the representative for Campus Kiruna since autumn 2019 as a replacement for Tobias Roos. No major working environment incidents has been reported during this time. Since August, two PhD students have graduated, and another one changed his location. There are currently 6 PhD students being physically present in Kiruna. Additionally, no group activities took place in Kiruna during autumn 2018. The current situation with the COVID-19 may push any decisions in this regard further in summer.

4.6.3 Campus Skellefteå

Johannes Huber has been the representative for Campus Skellefteå 2019-2020. Some PhD students have contacted Johannes, predominantly concerning administrative issues of the Swedish society. A hiking event with Skellefteå PhD students has been organized at the start of the semester. In March a skiing trip to Storforsen/Kåbdalis has been organized for the PhD students. The PhD group in Skellefteå is planning for a welcome event for new PhD students in spring which will include some food and soft drinks for the participants.

4.7 University Pedagogy Center (HPC)

The PhD student representative in the HPC board has been Carl-Alexander Allwood since 6th of February until end of June 2020. HPC (University Pedagogy Centre) has the mandate to pursue educational development at the university. Part of their role is to support teachers, managers and other staff to strengthen the quality of student learning. The representative attends to issues regarding PhD students' competence and development related to university pedagogy. The PhD student elected for this position attends the board meetings for the PhD Student Association at LTU. Meetings which take place four times per semester and are 1.5 hours long. During the academic year 2020 the HPC-representative will no longer exist as a function. No replacement of the function has been proposed.

4.8 Seth M. Kempe Stipendiefond at LTU

The PhD representative for the Seth M Kempe scholarship fund at LTU during the year 2019-2020 has been Hari Shankar Vadivel. The fund had no meeting so far.

4.9 Employment Boards

The employment boards at LTU discuss cases of recruitment and promotion for higher positions. More specifically the boards discuss recruitments and promotions for positions ranging in qualification from Associate Lecturer to Chaired Professor. There are two employment boards (1 and 2) at LTU, one for each faculty. Each board consists of a chair and a vice chair, three teacher representatives, one PhD student representative and one student representative. The PhD student representatives are appointed by the PhD Student Association in order to represent the voice of PhD students in university functions and pose questions relevant to the goals of the PhD student union during the interviews. The questions can touch upon supervision and education of PhD students but can also revolve around the general suitability of the candidate for the considered position. From August 2019 to April 2020 the employment boards adjourned a total of 40 times.

4.10 Representative in LTU SACO-s board

The Saco-S board at LTU coordinates union members connected to the academic trade unions, including The Swedish Association of University Teachers and Researchers (SULF) and The Swedish Association of Graduate Engineers (Sveriges Ingenjörer). The board have convened weekly during the year to handle ongoing trade union work.

The negotiations for the revision of PhD wages was done by Saco-S together with OFR, i.e. Public Employees' Negotiation Council (including the union ST).

Few matters specifically related to PhD issues have been handled by the SACO-s board during the last year. The board has however worked continuously with workplace issues relating to the university as a whole. This include work with physical workplace (including relocation of parts of institutions).

For the coming year the Saco-S board wishes to maintain a strong connection and collaboration with the PhD-student Association, especially concerning next years' negotiation of PhD wages. The Saco-S board will also continue to invite PhD-students to workshops and seminar concerning PhD-students' rights.

5 Results

Budget 19/20

	<i>Income</i>	<i>Cost</i>	
Funding HT19 (LTU)	35000		
Sale of PhD-hoodies	2000		
Sale of PhD-cups	2000		
Registration fees for activities	2000		
Funding VT20 (LTU)	35000		
Organizational costs		8000	
Activities - the Board		30000	
Activities - Department and Campuses		30000	
Activities - Theme		15000	
			Result
Total	76000	83000	-7000

Results 19/20Q1 and Expected results after Q2

Income	<i>Result</i>	<i>Budget</i>
Funding HT19 (LTU)	35000	35000
Sale of PhD-hoodies	3350	2000
Sale of PhD-cups	285	2000
Registration fees for activities	1850	2000
Funding VT20 (LTU)	35000	35000
Total	75485	76000

Cost	<i>Result Q1</i>	<i>Expected results after Q2</i>	<i>Budget</i>
Organizational costs	7020	8820	8000
Activities - the Board	15806	26000	30000
Activities - Department and Campuses	2000	10000	30000
Activities - Theme	31382	35000	15000
Total	56208	79820	83000

Result -4335
