



# **ANNUAL REPORT**

## **2020/2021**

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# 1. PhD Student Representatives

The PhD Student Association is a section in Teknologkåren (Student Union) that represent the doctoral students' interest and participate in the development of research education at Luleå University of Technology (LTU). Members of the PhD Student Association are those who paid the membership fee to Teknologkåren, currently held at 150 kr. The number of members were 176 on the 16<sup>th</sup> of November 2018, 133 on the 15<sup>th</sup> of April 2019, 92 on the 17<sup>th</sup> of March 2020 and 61 on the 8<sup>th</sup> of April 2021. This means that the number of members have decreased significantly during the last two years. Fewer members during 2019/2020 can be explained by problems caused by the new student registration system Ladok 3, which made it more difficult for PhD Students to apply for membership. The further reduction in members during 2020/2021 can possibly be explained the pandemic that have led to zero activity on campus as well as low visibility of the PhD Student Association during the year. Marketing of the PhD Student Association and inclusion of more members will therefore be the prioritised mission for the PhD Student Association during the end of the academic year 2020/2021 and should be prioritised during 2021/2022 as well.

PhD student representatives are elected by the members of the PhD Student Association at the annual meeting. They represent the PhD Student Association at various bodies at LTU. Below is a list of current elected representatives for 2020-2021, their assignment, and the time they were compensated with.

PhD Representative	Assignment	Time compensation	Styrelsen/ Repparna
Daniel Fjellborg	Chairperson + US	10%	S
Kristoffer Sundström	Secretary	5 %	S
Karl Ekström	TFN	10%	S
Carl Holmgren	FFN	10%	S
Jacob Nilsson	FOG + TFN (sub)	5% + 0%	S
Carl-Alexander Allwood	FOG + FFN (sub)	5% + 0%	S
<i>Vacant position (from 2021-01-14)</i>	Saco	10%	S
Carolina Aguiar Penha	ETKS	7%	S + R
Björn Emmoth	HLT	7%	S + R
<i>Vacant position (from 2021-03-22)</i>	SRT	5 %	S + R
Justine Decrozant-Triquenaux	TVM	5 %	S + R
Karina Tommik and Ida Kronsell	SBN	5 %	S + R
Jacob Nilsson	KF	0%	
<i>Vacant position (from 2020-07-01)</i>	KF	0%	
Carl Holmgren	Artistic committee FFN	5%	
Viktor Sandell	ASN 1	10%	
Justine Decrozant-Triquenaux	ASN 1 (sub)	0%	
Anna-Therese Järvenpää	ASN 2	10%	
Lina Sundén	ASN 2 (sub)	0%	
Carl Holmgren	Campus Piteå	0 %	
Johannes Huber	Campus Skellefteå	0%	
Chris Nieto	Campus Kiruna	0%	
Hari Vadivel	Seth M. Kempe	0%	
Wiebke Reim	Election committee (Convener)	0%	
Stefan Marth	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 the day-to-day operations within the association. The board 2020/2021 constituted of the following persons:

### **Chairman**

Gustav Grund Pihlgren (until 2021-01-14) (SRT)  
Daniel Fjellborg (from 2021-01-14) (ETKS)

### **Secretary**

Kristoffer Sundström (from 2020-09-02) (ETKS)

### **Board members**

Björn Emmoth (HLT)  
Carl-Alexander Allwood (HLT)  
Jacob Nilsson (SRT)  
Carolina Aguiar Penha (from 2020-09-02) (ETKS)  
Karl Ekström (from 2020-09-02) (SRT)  
Carl Holmgren (from 2020-09-02) (ETKS)  
Justine Decrozant-Triquenaux (from 2021-01-14) (TVM)  
Karina Tommik (Adjungerad) (from 2021-03-08) (SBN)  
Ida Kronsell (Adjungerad) (from 2021-03-08) (SBN)  
Maria Rodiouchkina (until 2021-01-14) (TVM)  
Gustav Grund Pihlgren (until 2021-03-22) (SRT)  
Yang Zuo (from 2020-09-02 until 2021-01-15) (SBN)  
Angelica Lindwall (until 2020-09-02) (ETKS)

During 2020/2021 the board arranged the following meetings:

- Nine board meetings
- Two section meetings:
  - 2<sup>nd</sup> of September 2020. The meeting included a number of by-elections for representative positions as well as presentation and discussions of the PhD Student Association’s survey concerning the effects of Covid-19 on PhD Students at LTU.
  - 14<sup>th</sup> of January 2021. The meeting was held via Zoom and included by-elections of chairperson of the association and representative at TVM. The section meeting also decided on smaller changes to the associations by-laws, these were needed as the structure of departments at LTU have changed.
- An annual meeting on the 21<sup>st</sup> of April. The meeting is held via Zoom.

During 2020/2021 the board arranged two workshops:

- An online workshop about conflict management with the PhD Student Ombudsman at LTU (14<sup>th</sup> of October 2020)
- An online workshop called “Visualise your science”, led by the researcher Andreas Dahlin (3<sup>rd</sup> of February 2021)

During 2020/2021 the board sent out and analysed two surveys covering PhD Students at LTU:

- The survey “The effects of Covid-19 on PhD Student at LTU” was sent out during June 2020. The results were analysed and disseminated in the beginning of the fall of 2020. Connected to sharing the survey results with LTU, the Association also put forth a number of suggested measures to mitigate negative impacts of the pandemic on PhD Students health and their studies.
- The annual survey “PhD Student Mirror” was sent out in December 2020. The results were analysed

and disseminated to members and relevant LTU bodies during February-March 2020.

During 2020/2021 the board has also:

- Initiated work with producing new merchandise to the Association. This has been done by starting a dialogue with the communications function at LTU.
- Arranged the competition “Supervisor of the year” together with Teknologkåren during the fall of 2020 and started the process for 2021 during the spring term.
- Had meetings with LTU’s management in order to formalise an agreement about money and time compensations to the Association. The board is pushing for increased time compensation to representatives in order for the Association to better fulfil its commitments to members and the University. Meeting have been held in March and April 2021 and negotiations are still ongoing.
- Participated in LTU’s working groups concerning measures to improve the research education. The association have, for example, pushed for clear ethical guidelines at LTU level, mandatory and reoccurring education of supervisors and clearer guidelines and practices concerning time compensation in relation to departmental duties.
- Given input to the faculty boards’ work with quality assurance of the research education. For example by giving input to a planned survey that will be sent out by the faculty boards’ research education group (FoG).
- Participated in a meeting with LTU’s research ethics committee in March 2021. The association pushed for LTU to establish clear guidelines concerning research ethics and co-authorship. The association also pushed for LTU to make sure that such guidelines also become implemented in practice at the university.
- Initiated work on making the PhD Student Association more visible for PhD Students at LTU. This has so far resulted in two newsletters during March-April and increased activity on the Associations facebook-page. The board’s work on making the association more visible will continue during Q2 of 2021.
- Participated in the hearing of the candidate for the position as Deputy Vice-Chancellor at LTU. The Association asked questions about what initiatives the candidate plan to take to enhance and maintain the quality of the research education at LTU during the coming years.

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

In order to have more strategical 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 are raised simultaneous at the five departmental steering committees at LTU. Apart from this, members of “Repparna” also plan and organize social activities at their department. Unfortunately, social activities have largely been impossible to arrange during 2020/2021 due to the ongoing pandemic. This year, the PhD Student Association’s board decided that “Repparna” should be used as a preparation group that works on assignments by request of the board.

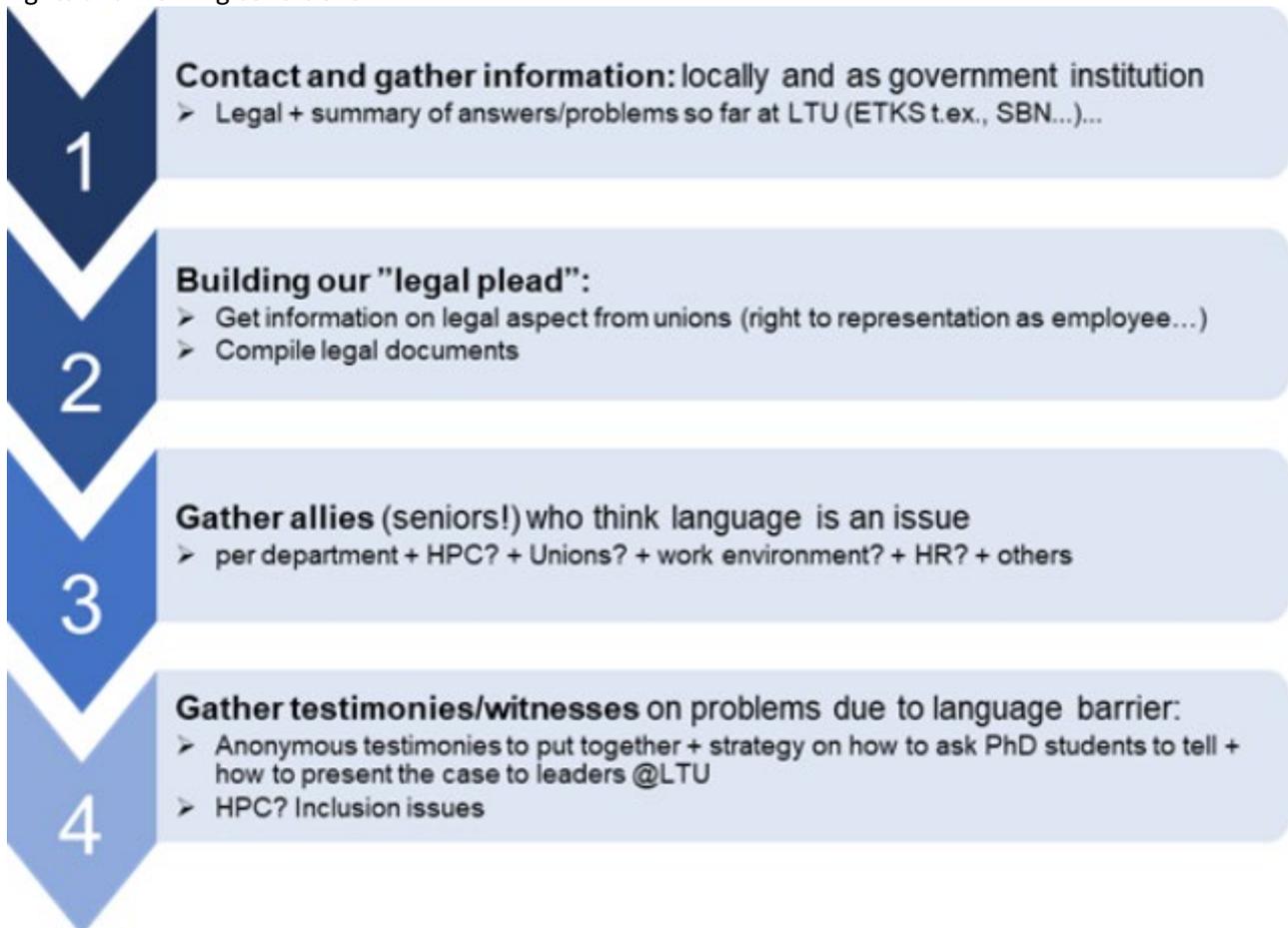
“Repparna” 2020/2021 constituted of the following persons:

Björn Emmoth (HLT)  
Carolina Aguiar Penha (from 2020-09-02) (ETKS)  
Justine Decrozant-Triquenaux (from 2021-01-14) (TVM)  
Karina Tommik (Adjungerad) (from 2021-03-08) (SBN)  
Ida Kronsell (Adjungerad) (from 2021-03-08) (SBN)  
Gustav Grund Pihlgren (until 2021-03-22) (SRT)  
Maria Rodiouchkina (until 2021-01-14) (TVM)  
Yang Zuo (from 2020-09-02 until 2021-01-15) (SBN)

Projects managed by “Repparna” in 2020/2021:

Establishing a language policy at LTU:

A workgroup on a language policy at LTU has been created under spring semester 2021. The representative from ETKS and TVM are working on building a case about implementing English as the main language for internal communication and administrative boards. The aim of this group is to start an open discussion followed by application of new rules at LTU. The long-term objectives are that all non-Swedish speakers would be able to attend and make their voice be heard at important meetings concerning their rights and working conditions.



The first phase of the work has been divided into 4 major steps, as follows:

Anonymous testimonies of language barrier issues will be gathered during the semester. This activity will be announced.

Workgroup on surveys

“Repparna” have been responsible for developing and analysing the two surveys done by association during 2020/2021 (i.e. the Covid-19 survey and the PhD Student Mirror survey).

## 4. Annual report from the PhD Student Representatives

### 4.1 Chairperson/Representative in the University Board

Between 2020-07-01 and 2021-01-14 Gustav Grund Pihlgren was the chairperson and PhD student representative in the University Board. During this time he maintained the day-to-day running of the board as well as participated in the meetings of the University Board for this time. Additionally he contributed to the Association by:

- Worked together with Teknologkåren to organize and award the Supervisor of the Year award during the fall of 2020
- Began documenting the processes of running the board.
- Organized the September 2020 Section Meeting.
- Participated in Kårlunch meetings until they ceased due to distance work.
- Co-authored the "Kvalitetsförbättrande åtgärder inom utbildning på forskarnivå 2020-2021 (LTU-3742-2020) report.
- Sent two newsletters to keep the PhD students informed.
- Handled the financial responsibility for the PhD Student Association, such as approving invoices and budget follow-up.
- Analyzed the PhD Student Mirror survey and authored the PhD Student Mirror 2020 report (after handing over the chairmanship to Daniel Fjellborg).
- Helped various individual PhD students that reached out with questions or concerns.

Since 2021-01-14 Daniel Fjellborg was the chairperson and PhD student representative in the University Board. During this time he maintained the day-to-day running of the board. Additionally he contributed to the Association by:

- Arranged the section meeting on the 14<sup>th</sup> of January 2021.
- Worked together with Teknologkåren to organize and award the Supervisor of the Year award during the spring of 2021
- Sent two newsletters to the members of the association.
- Arranged the annual meeting in April 2021 and compiled the annual report.
- Handled the financial responsibility for the PhD Student Association, such as approving invoices and budget follow-up.
- Participated in two national meetings of PhD Student Associations at other universities in Sweden.
- Participated in the presentation of the results of the national survey "Hur mår doktoranden?" at LTU. The national survey was managed by the trade union ST and the national PhD Student committee (SFS-DK).
- Handled a number of referral rounds from LTU. For example concerning "shadow PhD Students" and UKÄ's upcoming audits of LTU.
- Coordinated with the presidium of Teknologkåren in preparation for UKÄ's upcoming audits of LTU's work with quality assurance.
- Attended two meetings of the University board and raised the issue of LTU continuously being unable to meet its goals of PhD Students finishing their studies on time.

## 4.2 Secretary of the PhD Student Association

The Secretary of the PhD Student Association has during the academic year attended most of the board meetings and a couple of other meetings between the University and the PhD Student Association. In addition to the board meetings the Secretary has ensured that future agendas and protocols are written in English rather than Swedish. During the second part of the year the Secretary has also filled the role as vice-chair of the PhD Student Association. The Secretary has, since March 2021, also been responsible for the Facebook page as well as the official webpage of the PhD Student Association. Together with the Chairperson, the Secretary has worked on starting a newsletter that could be sent out on a regular basis to all PhD Students at Luleå University of Technology.

## 4.3 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, Karl Ekström and Carl Holmgren have been the PhD representatives in TFN and FFN. Jacob Nilsson and Carl-Alexander Allwood have been the substitute representatives. The PhD representatives in the faculty boards also participates 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)
- 9 FFN meetings
- 14 FFN research strategy meetings

Note: No report has been received from the TFN representative concerning the meetings and activities of TFN.

Summary of some important points considered in the faculty boards:

- Revision of model for evaluation of research subjects
- Pilots of innovative education
- The research areas: Creaternity and SUN
- UKÄ:s review of higher education institutions' quality assurance work

#### 4.4 The Faculty Boards' Standing Working Group on Research Education (FoG)

For the year 2020/2021 the PhD Student representatives from TFN and FFN in FoG were Jacob Nilsson (TFN) and Carl-Alexander Allwood (FFN). FoG is a committee that discuss issues related to the research education. The purpose of FOG is to discuss many types of questions concerning PhD-students and prepare basis for decision in the two Faculty Boards. Currently Lena Abrahamsson, professor of Human Work Sciences, is the chairwomen of the group.

FoG have been scheduled meetings once a month for this term of office, starting August 2020 until June 2021. The December meeting was cancelled.

This year following key point have been discussed:

- The autumn started with preparation and discussion about the portfolio of third-cycle courses at LTU. Course offerings were made and suggested to the Faculty Boards. Also, discussions about Syllabus in respect to gender perspectives have been suggested.
- Suggestions have been carried out to update the handbook for third-cycle studies e.g.; Procedures regarding disputation, departmental duties, Doctoral student representatives and research ethics.
- Gustav Grund Pihlgren made a presentation of the PhD Student Association COVID-19 Survey 2020 to FoG. FoG has now expressed support for the possibility for PhD student to get extension in individual cases due to the pandemic. FoG has informed this to the research education leaders (ULFs) at the departments.
- LTU's surveys (both to prefects and PhD-students) concerning PhD-students were discussed and updated.
- Lastly, the work on following-up on the report for Quality Measures in Doctoral Research Education 2020-2021 (Kvalitetsförbättrande åtgärder inom utbildning på forskarnivå 2020-2021) has started.
- Discussions on how online dissertations have worked during the COVID-19 pandemic, what worked well and what issues have arisen, and if we could and should make it easier for dissertations to happen online in the future.

#### 4.5 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 2020–2021, 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 been engaged in a dialogue with FFN and TFN to launch a new joint committee for both faculties during the autumn of 2021. However, this work is still in process.

## 4.6 Steering Committees at the Departments

### 4.6.1 ETKS

Since 2020-09-02 the PhD student representative at ETKS is Carolina Aguiar Penha.

Summary of activities of ETKS' PhD student representative:

- Attended to PhD's Student Association's board meetings and section meetings (2020/2021)
- Member of the working group "Repparna"

Last semester (fall/2020) we couldn't develop much activities due to COVID-19 restrictions, however, some online meetings was possible to be done, as follows:

- Presentation to Social Sciences department of PhD's COVID Survey report;
- Meeting with work environment group in ETKS and get to know their work;
- Meeting with "the new" library and get to know their new facilities for PhDs and students in general (labs, studios, new building...)
- Meeting with ETKS board – in January/2021 ETS and parts of KKL were merged into ETKS

For this semester (Spring/2021) we are still under COVID restrictions and so far we can only organize online activities. We started this semester with a workshop, organized by the PhD Association and LTU, 'Storytelling for scientists' which was very appreciated by PhD student participants.

Ongoing projects/discussions:

- Language policy for LTU – together with Justine Decrozant-Triquenau we are trying to discuss with the university how we could turn LTU communication online and offline more inclusive to non-Swedish speakers. The project is in early stage.

Meetings attended this semester (not including PhD Student Association board meetings/annual meetings):

- Research ethics committee – topics discussed (and still on ongoing discussion): LTU own co-authorship guidelines and the LTU's reports of misconduct behaviour

### 4.6.2 HLT (/KKL/HLV)

HLT was established the 1st of January 2021 consisting of the former HLV and PSÄ from KKL. This report deals with both sides of this turning point, where Björn Emmoth has been the representative of KKL and HLV in the second half of 2020 and then the representative of HLV.

Today HLT has just over 30 PhD students. Later this year there will be about 10 new PhD students in the second round of the graduated school Practice-based Educational Research at PSÄ, but also the other divisions will make some new admissions of PhD students.

During 2020-2021 Björn Emmoth has attended meetings with the department management team once a month, many times more often than so. In an overall perspective, the biggest and most frequently discussed issue has been the amalgamation. The new management team (HLT) was started already in June, six months before the formal start of HLT.

Issues discussed during these meetings concerning PhD students has been for instance: 1) the Student

Mirror Report, and the Corona Report, based on the two surveys made by the PhD Student Association, 2) some changes regarding PhD students in the new organization, 3) and some smaller issues, like updates and follow-ups.

Björn Emmoth has attended meetings with the PhD Student Association and its board, and the meetings with the representatives for the departments. We haven't had any real social activities together at the department, because of the Covid situation, just some digital informal meetings.

#### 4.6.3 SBN

Yang Zuo has been the PhD representative in the board of the Department of Civil, Environmental and Natural Resources Engineering (SBN/CENE) from 2020-09-02 until 2021-01-15. In the beginning of 2021 the PhD Student Association received reports from the prefect at SBN informing the Association that the representative had difficulties in fulfilling his duties during the fall of 2020. Yang Zuo chose to resign from the position in 2021-01-15 due to personal reasons.

The board of the PhD Student Association appointed Karina Tommik and Ida Kronsell as interim representatives at SBN from 2021-03-08 until the annual meeting. Karina Tommik and Ida Kronsell share the responsibilities of the position as well as the time compensation available. As interim representatives they have a right to attend the board meetings of the PhD Student Association but have no voting right (adjungerade).

Karina Tommik and Ida Kronsell have thus far attended one meeting of SBN's steering committee and partaken in arranging a survey among SBN's PhD Students concerning the new Delta Block.

SBN/CENE had 179 PhD students and 58 % of them were male.

#### 4.6.4 SRT

Gustav Grund Pihlgren has been the PhD student representative in the steering committee of the Department of Computer Science, Electrical and Space Engineering (SRT) from 2020-07-01 until 2021-03-22. SRT has (as of the beginning of 2021) 79 PhD students of which 55 are employed.

The SRT steering committee has held approximately 8 two-hour meetings between 2020-07-01 and 2021-03-20. With regards to PhD students and research education the following topics have primarily been discussed:

- How to improve the number of and quality of development dialogues (medarbetarsamtal) with PhD students.
- How to implement a form for keeping track of time spent on departmental duties.
- Whether the SRT steering committee needs to take any immediate actions because of the "Kvalitetsförbättrande åtgärder inom utbildning på forskarnivå 2020-2021 (LTU-3742-2020) report.

#### 4.6.5 TVM

The department of Engineering Sciences and Mathematics (TVM) is divided into nine divisions.

These divisions are, in alphabetical order:

- Energy Science (Energivetenskap)
- Fluid and Experimental Mechanics (Strömningslära och experimentell mekanik)
- LTU Green Fuels – new addition
- Machine Elements (Maskinelement)
- Materials Science (Materialvetenskap)
- Mathematical Sciences (Matematiska vetenskaper)
- Mechanics of Solid Mechanics (Hållfasthetslära)
- Product and Production Development (Produkt- och produktionsutveckling)
- Wood Science and Engineering (Träteknik)

More information can be found on LTU webpage for TVM

Under the academic year 2020-2021, were employed at TVM:

- Under spring semester 2020: 151 PhD students from which 53 (35%) were females
- Under autumn semester 2020: 146 PhD students from which 49 (34%) were females
- Are employed under the ongoing spring semester 2021: 134 PhD students from which 46 (34%) were females

Under the academic year 2020-2021, Maria Rodiouchkina (Machine Elements) was succeeded by Justine Decrozant-Triquenau (Machine Elements) as PhD representative in the management board meetings (ledningsgruppmöten) of TVM. Maria was representative until December 2020 then Justine took over in January 2021. These meetings are yet still planned every 4th week.

The following topics especially concerned PhD students:

- A new Head of Department (prefekt) is being recruited as Elisabet Kassfeldt goes to retirement soon. The new Head of Department will be hired by the Vice-chancellor (Rektor) after the recruitment group (incl. a PhD representative) has interviewed and proposed 1 to 2 best candidates for the position.
- Renovation of the E-house is ongoing and the inspection for mould has given promising results.
- No PhD activity could be arranged due to the covid-19 situation. Safe fun activities will be planned for all PhD students at TVM during spring 2021 and further on. These activities will be announced.
- The results from the survey on effects of covid-19 on the PhD students (June 2020) were reported and discussed in the management board. Results from TVM and LTU-level were compared. 33 PhD students from TVM replied, compared to 124 for LTU as a whole.
  - Highlights: Delays in PhD studies of around 200h reported (eq. 1/4 of work time until June), working from home is not comparable, experimentations were delayed, many courses and conferences cancelled/delayed. Overall, stress and anxiety rose to alarming levels (impacting individual physical and mental health even outside work) as no concrete solutions and safe working conditions were proposed or implemented.

*"I have lost all my workout, diet and work routine [...] I will need therapy soon"*  
Anonymous PhD student's words, we can all relate to.

- The LTU level employee survey carried out by an external company (Quicksearch) revealed difficult situations for many employees at TVM. In total 202 employees at TVM responded to the survey.
  - Highlights: Areas covering work environment, organization and vision/objectives have been found to be problematic and need some adjustment from the management group at TVM. Similar results on the effect of covid-19 to the previous survey were shown.
- The previous observations will be further discussed in comparison to the PhD mirror survey carried out by the PhD Student Association with the management board.
- Meeting about the role of the PhD Student Association, engagement and TVM representation will be planned. This activity will be announced.

## 4.7 Other Campuses

### 4.7.1 Campus Piteå

Carl Holmgren has been the representative for Campus Piteå during the academic year 2020–2021. Already before the covid-19 pandemic, the physical presence of PhD students and senior staff at Campus Piteå were somewhat limited. Nonetheless, eight out of nine PhD students managed to eat together on September 1, 2020, at "Centrum Krog", which was appreciated.

### 4.7.2 Campus Kiruna

Chris Nieto has been the representative for Kiruna Campus for the second year in a row. Alexander Moore volunteered to represent Kiruna Campus for the next course period. No major working environment

incidents have been reported during the course period 2020-2021. That said, two new professors have joined the campus with many projects and ideas, and they expect to bring several PhD students in the coming months. During this time, 1 PhD student has been working externally since September 2020, 1 new PhD student joined the Atmospheric Science Group in December 2020, 3 PhD students have graduated at the beginning of 2021 and 1 PhD student is about to graduate in April 2021. The student working externally will come back during the summer of 2021. Hence, by the end of the spring semester there will be 2 PhD students being physically present in Kiruna, but at least two more will join by the beginning of the 2021-2022 course period. Additionally, a dinner at Camp Ripan was organized in June of 2020 for all the PhD students present in Kiruna. However, the high incidence of COVID-19 cases in Norrbotten stopped any opportunity to organize any other activities so far.

Activities during the course period 2020-2021:

- 2020-06-29 Dinner at Camp Ripan with all the PhD students

#### 4.7.3 Campus Skellefteå

Johannes Huber has been the representative for Campus Skellefteå 2020-2021. No report has been received from the representative concerning activities and issues during the past academic year.

### 4.8 Seth M. Kempe Stipendiefond at LTU

The PhD representative for the Seth M Kempe scholarship fund at LTU during the year 2020-2021 has been Hari Shankar Vadivel. No report has been received from the representative concerning activities and issues during the past academic year.

### 4.9 Employment Boards

The employment boards at LTU discuss recruitments and promotions for senior academic 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, 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. In board 1 the representative during the whole period has been Viktor Sandell, Materials Science. During his licentiate thesis work, Justine Decrozant-Triquenaux has replaced him as representative on 5 occasions. In board 2 the association representative since the annual meeting has been Anna-Therése Järvenpää, Civil, Environmental and Natural Resources Engineering. As all applicants are from other departments, there have never been any conflicts of interest. Both representatives have also been on standby for the other employment board in case of absent board members.

Since the last report (May 2020) activity has been high and the employment boards have adjourned a total of 52 times plus two workshop days when the two boards have met for internal discussions. Since mid-May 2020 all interviews have taken place via Zoom which has had an impact on the possibility to evaluate candidates. Fortunately, in-person interviews are planned to resume shortly in cases where this is possible. If one candidate is unable to travel all interviews for that position will continuously be handled via Zoom.

### 4.10 Representative in LTU SACO-s board

Daniel Fjellborg was the PhD Student representative in Saco-s at LTU from 2020-07-01 until 2021-01-14. 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 convened weekly during the year (via Zoom) 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 departments).

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. Financial report

### **Budget 20/21**

	<i>Income</i>	<i>Cost</i>	
Funding HT20 (LTU)	35 000		
Sale of Association Merchandise	1 500		
Registration fees for activities	2 000		
Funding VT21 (LTU)	35 000		
Meetings of the Association		10 000	
Activities – LTU level		33 500	
Activities – Department/Campus level		30 000	
			<b>Result</b>
<b>Total</b>	<b>73 500</b>	<b>73 500</b>	<b>+/- 0</b>

### **Results 20/21 (up until Q1 2021 and Expected results after Q2 2021)**

<b>Income</b>	<i>Result after Q1 2021</i>	<i>Expected results after Q2 2021</i>	<i>Budget 2020/2021</i>
Funding HT20 (LTU)	35 000	35 000	35000
Sale of Association Merchandise	300	300	1 500
Registration fees for activities	0	0	2000
Funding VT21 (LTU)	0	35 000	35000
<b>Total</b>	<b>35 300</b>	<b>70 300</b>	<b>76000</b>

<b>Cost</b>	<i>Result after Q1 2021</i>	<i>Expected results after Q2 2021</i>	<i>Budget 2020/ 2021</i>
Meetings of the Association	939	2 939	10 000
Activities – LTU level	4 064	25 000	33 500
Activities – Department/Campus level	1 980	10 000	30 000
<b>Total</b>	<b>6 983</b>	<b>37 939</b>	<b>83000</b>

### **Balance Sheet (2021-04-08)**

	<b>Assets</b>		<b>Liabilities and Equity</b>
Accounts at Teknologkåren	145 984	Ingoing account balance at Teknologkåren 2020-07-01	117 667
Economic claims (towards LTU)	35 000	Expected annual results after Q2 2021	32 361
		Costs for planned activities during Q2 2021	30 956
	<b>180 984</b>		<b>180 984</b>

