

Activity	Timetable/target date	Responsible person (domain/faculty/division)	Goals/indicators	Comments
<p>Develop methods to further promote interaction with wider society (RISE Enlight working group "Societal impact")</p> <p>GAP principle 9 (Public engagement)</p>	Q4 2024	Division for Internationalisation	<p><u>Goals:</u> Spread awareness of research and development initiatives to the wider community.</p> <p><u>Indicators:</u> 1) Develop methods to promote interaction with the wider community 2) Enable exchanges of experiences to share positive experiences 3) Appoint ambassadors to help promote interaction as a valued aspect of research</p>	Assignments which form part of the Enlight 2.0 project and are carried out in collaboration with our partner universities in the project.
<p>Development of templates' design for the appointment profile/ recruitment advertisement when recruiting teachers</p> <p>GAP principle 13 (Recruitment, Code)</p>	Q4 2024	Working groups in the disciplinary domains with administrative support from the respective faculty offices	<p><u>Goals:</u> 1) That appointment profiles and advertisement texts when recruiting teachers should be designed in a way that presents both the content of the appointment and Uppsala University as an</p>	

			<p>employer in a positive and fair way</p> <p>2) Appointment profiles that promote equal opportunities (Teknat Q1 2024)</p> <p><u>Indicators:</u></p> <p>1) Developed and approved appointment profile templates</p> <p>2) Identification of formulations in templates that promote an equal opportunities perspective (Teknat Q1 2024)</p>	
<p>Development and clarification of parts of the disciplinary domains' supplementary rules for the recruitment and promotion of teachers.</p> <p>GAP principle 15 (Transparency, Code)</p> <p>GAP principle 16 (Judging merit)</p>	Q4 2026	Disciplinary domain boards with support from faculty offices	<p><u>Goals:</u></p> <p>1) Clarify existing career paths and promotion criteria</p> <p>2) Reinforcing quality aspects when assessing qualifications</p> <p><u>Indicators:</u></p> <p>1) Proposal and implementation of revised Guidelines and assessment criteria for recruitment and promotion of teachers</p>	<p>Vision: Medfarm – Implementation of goals and strategies at the Disciplinary Domain of Medicine and Pharmacy</p> <p>MEDFARM 2020/816</p> <p>Operational plan for 2023 (TEKNAT 2021/276 section 1.4)</p>

			<p>at the Disciplinary Domain of Medicine and Pharmacy (Medfarm Q2 2024)</p> <p>2) Develop criteria to measure collaboration expertise when hiring and promoting teachers at the faculty (Teknat Q2 2024)</p> <p>3) Review of internal communication for clearer information regarding recruitment and promotion processes (Humsam Q2 2024)</p>	<p>University Administration operational plan (UFV 2017/83) Web project (UU)</p>
<p>Implementation of goals and measures in the Gender Mainstreaming Plan 2023–2025.</p> <p>GAP Principle 27 (Gender balance)</p> <p>GAP Principle 10 (Non-discrimination)</p> <p>GAP Principle 12 (Recruitment)</p>	Q4 2025	Disciplinary domain boards and Human Resources Division	<p><u>Goals:</u></p> <p>1) Measures to counter bias in recruitment and assessment processes should be long-term and knowledge-based.</p> <p>2) Preventive work against harassment and sexual harassment must adopt a long-term, knowledge-based approach</p>	<p>Goals and measures are specified in the Gender Mainstreaming Plan 2023–2025 (UFV 2022/355)</p>

			<p><u>Indicators:</u></p> <p>1) Follow-up of gender disaggregated statistics in terms of professional categories through the “Gender Equality Indicator” tool (Q4 2025)</p> <p>2) Analyse, compile results and propose measures in a report entitled “Gender-based vulnerability, sexual harassment and bullying at Uppsala University” Results from a national survey (Q1 2024)</p>	
<p>Organise opportunities to exchange experiences among recruitment teams working on teacher recruitment across the faculties.</p> <p>GAP principle 13 (Recruitment)</p> <p>GAP principle 14 (Selection)</p> <p>GAP principle 15 (Transparency)</p> <p>GAP principle 16 (Judging merit)</p>	Q4 2025	Human Resources Division	<p><u>Goal:</u></p> <p>More knowledge exchange and increased quality in recruitment processes via exchange of experiences</p> <p><u>Indicators:</u></p> <p>Regular meetings between faculty recruitment teams working on teacher recruitment</p>	<p>Operational plan for the University Administration 2023, UFV 2022/1242</p>

<p>Develop concrete support for operational managers when implementing the</p> <ol style="list-style-type: none"> 1) Work environment and equal opportunities policy (UFV 2021/1473), 2) Gender Mainstreaming Plan (UFV 2022/355) and 3) the University's Staff Policy (UFV 2021/1066) <p>GAP Principle 10 (Non-discrimination)</p> <p>GAP principle 24 (Working conditions)</p> <p>GAP Principle 27 (Gender balance)</p>	Q4 2025	Human Resources Division	<p><u>Goal:</u> Increased expertise and skills among managers with responsibility for staff in terms of systematic work environment, gender equality and equal opportunities initiatives</p> <p><u>Indicators:</u></p> <ol style="list-style-type: none"> 1) Information on each policy/set of guidelines and their content and purpose 2) Develop support material for the implementation of each policy/plan 3) Organisation of workshops/seminars in the three policy areas 	Operational plan for the University Administration 2023, UFV 2022/1242
<p>Revise and integrate equal opportunities into the regulations <i>Allocation of tasks in systematic work environment management at Uppsala University (UFV 2010/323)</i></p> <p>GAP principle 10 (Non-discrimination)</p>	Q4 2026	Human Resources Division	<p><u>Goal:</u> Clarify the allocation of tasks linked to equal opportunities issues and the integration of equal opportunities perspectives into all parts of the organisation, in order to have an effect on the work</p>	Operational plan for the HR department, 2024–2026

<p>GAP principle 24 (Working conditions)</p>			<p>environment and reduce obstacles to equal opportunities <u>Indicators:</u> Revised regulations: <i>Allocation of tasks in systematic work environment and equal opportunities management at Uppsala University</i></p>	
<p>Introduce a monitoring system for systematic work environment and equal opportunities management at University-wide level</p> <p>GAP Principle 10 (Non-discrimination)</p> <p>GAP principle 24 (Working conditions)</p>	<p>Q4 2026</p>	<p>Planning Division and Human Resources Division</p>	<p><u>Goal:</u> To have a structured follow-up of the University's systematic work environment and equal opportunities management</p> <p><u>Indicators:</u> Model drawn up for summarising the systematic work environment and equal opportunities management at disciplinary domain-level and at University-wide level</p>	<p>Part of a project led by the Planning Division, Annual cycle for University-wide operational planning and follow-up, UFV 2022/1245</p>
<p>Review and introduce new procedures regarding combined appointments for staff working both at Uppsala University and for</p>	<p>Q4 2024</p>	<p>Disciplinary Domain of Medicine and Pharmacy and Human Resources Division</p>	<p><u>Goal:</u> Create clarity regarding the conditions for staff with a combined</p>	<p>Operational plan for the HR department, 2023–2025</p>

<p>Region Uppsala (Uppsala University Hospital)</p> <p>GAP Principle 24 (Working conditions)</p> <p>GAP Principle 26 (Funding and salaries)</p>			<p>appointment at Uppsala University and Region Uppsala (Uppsala University Hospital)</p> <p><u>Indicators:</u> Clarification of terms of employment</p>	
<p>Conference on teaching and learning (target group: all those who teach and have an interest in teaching methods, as well as students)</p> <p>GAP Principle 33 (Teaching)</p>	Q4 2026	Division for Internationalisation	<p><u>Goal:</u> Increase collegial learning to enable/achieve better teaching practices</p> <p><u>Indicators:</u> Organisation of annual conferences (2024–2028)</p>	<p>Assignments which form part of the Enlight 2.0 project and are carried out in collaboration with our partner universities in the project.</p>
<p>Develop and implement an academic leadership cycle aimed at the University management, including an integrated mentoring programme for junior leaders.</p> <p>GAP Principle 28 (Career development)</p> <p>GAP Principle 30 (Access to career advice)</p> <p>GAP Principle 38 (Continuing professional development)</p>	Q2 2025	Division for Quality Enhancement	<p><u>Goal:</u> 1) Create conditions for an agile leadership where change, identity, sustainability, diversity and inclusion are the focus of the University management and junior managers/leaders</p> <p><u>Indicators:</u> 1) Implementation of leadership programmes at University management level</p>	<p>Assignments which form part of the Enlight 2.0 project and are carried out in collaboration with our partner universities in the project.</p>

<p>GAP Principle 39 (Access to research training and continuous development)</p>			<p>2) Inclusion of a mentoring programme for junior leaders in the programme</p> <p>3) Establish networks for leaders at ENLIGHT universities.</p>	
<p>Increase support for junior leaders who do not yet have their own group to lead but are curious about what leadership can entail.</p> <p>GAP Principle 38 (Continuing professional development)</p> <p>GAP Principle 39 (Access to research training and continuous development)</p>	<p>Q4 2024</p>	<p>Division for Quality Enhancement</p>	<p><u>Goal:</u> To give junior leaders a better understanding of what leadership means</p> <p><u>Indicators:</u> Further development and creation of a new course structure – “Curious About Leadership”</p>	
<p>Implement mentoring programmes whereby heads of department who are new to their role are supported by the mentorship of an experienced colleague.</p> <p>GAP Principle 37 (Supervision and managerial duties)</p>	<p>Q4 2026</p>	<p>Human Resources Division</p>	<p><u>Goal:</u> To support heads of departments particularly during their first three-year period by way of a personal mentor. The long-term goal is to support new heads of department in their work and to utilise the knowledge of previous heads of department.</p>	<p>Project on the role of head of department, final report, UFV 2019/2090</p>

			<u>Indicators:</u> Implementation of mentoring programmes	
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