

Organisation

New organization and new leadership. Meetings are done differently in the sense that they are shorter now. There are different opinions about whether things are better without the Beredningsgrupp.

Pro Beredningsgrupp: Lower threshold for the board to make a different decision than suggested by the beredningsgrupp, compared to the Ledningsgrupp that sometimes say that if we do not take a certain decision, we will cause a lot of trouble in the organization. Beredningsgruppen gave input from different divisions, which is now not obtained since the information meetings are not attended by all divisions heads.

Pro only Ledningsgrupp: More efficient and decisions are not explicitly suggested before the meeting. The transparency can be improved by better preparing all the cases in due time.

Room for improvements:

- Material to meetings often available late, and difficult to see if changes are made.
- Information about finances often not available before but only at the board meeting, when it is too little time to digest.
- Lack of transparency especially regarding GU-money

Formalities

- Dates for board meeting: check that it does not collide with important events such as professor's installation.
- Avoid per capsulam decisions and instead call for a zoom meeting if a decision needs to be taken on short notice. However, ledningsgruppen is encouraged to prepare suggestions and material in due time.
- Meetings also need to be scheduled in such a way that material can be made available before the meeting, and that the same material is later shown at the meeting.

Meeting dynamics

It is important to remind about everyone's responsibility to create a discussion-friendly and respectful atmosphere at the board meetings.

It would be good with more consistency regarding presence of non-board members at the meetings, since it changes the dynamics of the room when extras are present.

Sometimes hierarchies become quite prominent. When someone in the "top of the ladder" makes remarks, it can prevent board members from making comments or asking questions. It would be good if there is some understanding for the fact that everything in the organization and the people in it is not obvious to everyone. Example: Unless someone is Cher, please use first AND last name, and their role, when talking about them. It may be good to prepare some sort of glossary with the most common acronyms, names and functions, to make it easier to follow and understand the process. Concepts like "hissen" can be a bit

difficult to understand – not the hissen itself but what the board is actually deciding.

If someone is objecting to a decision, or questions the suggestion from the ledningsgrupp, or the paradigm in general, then it is important that IF others also agree with this deviating opinion, also speak their mind and that people who have a different opinion are not treated as a nuisance.

Decision-making

- If decisions are being made during retreats, please announce a proper board meeting.
- Even if decisions are not formally taken at the retreats, it is where they are effectively made, so it is important to prioritize them.