

Co-determination and Collegiality at Swedish Universities



Dismantling of Collegial Processes

- Collegial decision-making within Swedish higher education institutions has faced several challenges since the autonomy reform (*autonomireformen*) of 2011, when universities and colleges gained increased independence.
- Following the autonomy reform, many institutions experienced a centralisation of decision-making, shifting certain decisions from collegial bodies to university management or individual officials. In some cases, this has reduced the influence of academic staff on decisions related to education and research.

Dismantling of Collegial Processes

- The autonomy reform has also led to changes in the leadership structure at many institutions. Vice-Chancellors and other leaders have gained greater power and responsibility, affecting the traditional collegial model where decisions are made through consensus among academic colleagues.
- In general, the collegial decision-making structures have been dismantled at colleges and new universities, and are only preserved at the older multi-faculty universities

Co-determination

- The employer must negotiate with us before any decision is taken if the decision affects the organisation or the employee(s)
- After negotiation the employer may take a decision no matter if we agree or not in the negotiation
- At some Universities we have partly replaced the negotiations with "samverkan" in order to get an earlier discussion before any decision is taken
- Issues related to working environment should be handled in cooperation with "skyddsombud" appointed by the unions
- We have the right to appoint a representative in the board of the University but that person does not participate in decision making (has only the right to attend and talk)

Co-determination

- However, the teachers at the University appoints three representatives in the board and the students also appoints three representatives. External representatives are in majority in the board
- Vice-chancellor is always a board member but not chairperson (external)
- We may have representatives in the faculty board but they do not participate in decision making

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Tack.