

## Additional information regarding the Dag Hammarskjöld Chair of Peace and Conflict Research

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### About Uppsala

With approximately 200,000 Residents, Uppsala is Sweden's fourth-largest city. It is located only 40 minutes from Stockholm and 20 minutes from Stockholm Arlanda International Airport. Since 1167, Uppsala has been the seat of the Swedish Church and is home to Scandinavia's largest cathedral. Two major universities can be found in Uppsala: Uppsala University and the Swedish Agricultural University. The universities and the University Hospital are major sources of employment. However, the business sector has grown during recent years, partially due to the proximity of the universities and the research connected to them. This sector is characterized by an advanced level of technology; in particular Uppsala has become a major center for biotechnology and pharmaceuticals.

It is a city with an active cultural life and offers a wide selection of shops and restaurants. Most commerce is concentrated in Uppsala's downtown area, located on the river Fyris, in the historical part of town. Outlying areas and suburbs are connected by frequent bus service. Uppsala is surrounded by fields, forests and lakes, and the city offers great opportunities for walking, hiking, and bike riding.

Schooling in English is available at all levels, preschoolers through high school, with a variety of specialized choices at each level (Montessori, Waldorf, etc. at the preschool level; international baccalaureates, etc. at the high school level). Uppsala has some of the best high schools in the country, as measured by college entrance exams. Many specialized programs exist for students wishing to focus on languages, science and technology, and so on.

### About Uppsala University

Founded 1477, Uppsala University is the oldest in Scandinavia. Uppsala University is also ranked among the most prominent universities in the world. Today, research of high international quality is carried out in a wide range of scientific fields. The University offers research and education in technology and natural sciences, theology, law, medicine, pharmacy, arts, social sciences (including economic sciences), educational sciences and languages. The University has around 40,000 students (about 2,000 at the Doctoral level) and some 5,500 employees in 9 faculties and nearly 100 departments.

Organizationally, the Dept. of Peace and Conflict Research falls within the Faculty of Social Sciences, which is comprised of 11 different departments. Degrees are offered in 27 different subject areas within the Faculty, and over 10,000 students are enrolled annually.

### About the Dept. of Peace and Conflict Research

The Department of Peace and Conflict Research was established in 1971 to conduct peace research and offer courses in peace and conflict studies. The Dag Hammarskjöld Chair of Peace and Conflict Research was the first in the Department; its first and present holder was appointed in 1985. In 2003, a second Chair was inaugurated. There are an additional 26 faculty (Assistant, Associate and full Professors). With some 17 PhD candidates along with administrative, project, and technical staff, in all approximately 60 people are employed at the Department. At present some 200-300 students are enrolled every academic year. Courses range from undergraduate to post-graduate level, and include a full PhD program.

The Department is internationally recognized as a leading institution in its field and conducts research in several major areas of peace and conflict studies. It also houses a world leading data collection program – the Uppsala Conflict Data Program (UCDP). Research pursued is both basic and applied, and some projects are policy-driven. There is expertise in most regions of the world, and a range of quantitative and qualitative methods are used.

Generally speaking, most research falls into three areas: the causes and dynamics of conflict, peace processes, and sustainable peace. A key aspect of the Department's research is its numerous and wide-ranging collaborations with internationally leading scholars and institutions within and outside Scandinavia. It supports and collaborates with peace research milieus around the world, and works to develop a global network. In addition an interdisciplinary collaboration between peace and conflict research, political science, Department of Law and some other departments takes place within the Uppsala Forum on Peace, Democracy and Justice.

### Faculty Teaching and Research Responsibilities

The majority of the research conducted at the Department is externally funded through competitive grants from Swedish funding agencies. Researchers at the Department have a high success rate in attaining external funding. Because the Department encourages all teaching to be anchored in research, most faculty have a light teaching load that takes no more than 25% of their working hours, which is roughly equivalent to a 1-1 load in the US system.<sup>1</sup>

In Uppsala, the semester is divided into 4 five-week sessions, and students take a single class per section. This provides enormous flexibility for faculty, since they can consolidate their teaching into one or two sessions, leaving the rest of the semester free for fieldwork, visits to other institutions, and other research-oriented activities. Further, teachers can schedule their classes as they wish within the 5 week-period, so the system easily facilitates brief absences for conference participation and the like. Virtually all courses are given in English.

Faculty are expected to publish in international peer-reviewed outlets and to actively participate in the research life of the Department.

### Financials

Sweden has a reputation of being one of the most expensive countries in the world. This reputation is quite outdated. In fact, Swedish taxes are not much higher than US taxes while far more social benefits are provided (universal healthcare, paid parental leave, low schooling costs). Moreover, cost of living indexes that take into account housing and consumer prices indicate that it is less expensive to live in Uppsala than in a major US coastal metropolis (e.g. NYC, San Francisco, San Jose, Boston).

Take, for example, a professor who earns \$114,000 annually. In the US, this professor will pay approximately 24.4% in federal taxes, state taxes, and FICA.<sup>2</sup> In Uppsala, the same salary would be taxed at 29.7%;<sup>3</sup> thus, Swedish taxes are not considerably higher than US taxes in this instance. It is also worth considering that quite a few more social benefits are provided by the government in Sweden. Universal health care means that annual out-of-pocket medical costs are capped at 900 SEK (\$143) and pharmacy costs are capped at 1800 SEK (\$287). Pension contributions in Sweden are not paid from an employee's salary but are paid in full by the employer. For those planning on building a family, the Swedish state subsidizes 80% of a parent's salary for 390 work days for parental leave; there are an additional 90 days

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<sup>1</sup> This includes hours counted towards preparation as well as grading. It is difficult to directly compare with the US system, and this estimate depends somewhat on how many PhD candidates the professor is advising; 25% may in fact be less than a 1-1. If a chaired professor does not have external research funds, s/he may be expected to teach up to 50% (or roughly a 2-2 load); this is contingent on departmental resources and budget constraints. Historically, it is rare for faculty at the Department to lack external funding.

<sup>2</sup> Based on residency in California. Filing as married (separately) federal taxes would be \$26,347 minus the standard deduction (\$5,700) = \$20,647. California state taxes would be \$6,306 minus the standard deduction (\$3,670) = 2,637. FICA sets a roof at \$4486. This totals \$27,770, or 24.4% of a salary of \$114,000.

<sup>3</sup> All taxes included, based on non-membership in the Swedish church. Salaries are negotiated with the head of department after the extension of an offer. The median salary of a professor in the Faculty of Social Sciences in 2010 is 690,000 SEK.

provided at a lower rate (180 SEK/day, or \$29/day).<sup>4</sup> Uppsala University subsidizes an additional 10% of employees' salaries when on parental leave, so a total of 90% of an employee's salary is subsidized when on parental leave. The state subsidizes daycare heavily, with parents paying no more than 1260 SEK per month.<sup>5</sup> A well-developed public transit network makes car ownership largely unnecessary.

Cost of living indexes indicate that Stockholm places between NYC and Boston.<sup>6</sup> Housing in Uppsala is considerably less expensive than Stockholm; however, so cost of living is in fact much lower than this would initially indicate.

### Recruitment Process

The recruitment process for this position works as following.<sup>7</sup> The Faculty of Social Sciences appoints two external referees on the recommendation of the Department.<sup>8</sup> These referees are responsible for reading all of the applicants' files. Together, the referees agree on a group of short-listed candidates (usually around 5-6 people) to discuss in greater detail. The referees then separately rank the candidates in order of merit. They each provide a written document which summarizes the merits of the candidates and their reasons for ranking them as they do. This document is then sent to the Professor Appointment Review Committee at the Faculty of Social Sciences, which is composed of the Dean of the Faculty of Social Sciences, 3 professors, 1 graduate student representative, and 1 undergraduate student representative. This group invites the head of the Department to a meeting with the referees in which the referees' rankings and candidates' merits are discussed. For Professorships, the candidates in the short-listed group may be called to give an interview and lecture. The Selection Committee then makes a final ranking of the candidates and recommends to the Vice Chancellor of the University which candidate to extend an offer to. As this summary indicates, the decision of which candidate to extend an offer to is not in the hands of the Department; its influence extends only to recommending which referees to appoint. Thereafter, candidates who were not extended an offer have 3 weeks to appeal the decision to the Board of Appeal for Higher Education; this is largely a formality, as decisions can be overturned only if the laws and regulations regarding the hiring of university staff have been violated (not if the candidate simply disagrees with the judgment of the referees). Candidates have access to the referees' evaluations.<sup>9</sup>

The referees evaluate the candidates on the basis of their research and teaching merits. Their administrative experience is also judged. Generally speaking, full professors are meant to have completed at least two major research projects after their dissertation work. The Faculty places particular emphasis on publication in high-ranking international peer-reviewed outlets, but there is naturally a great deal of heterogeneity in the publication profiles of the professors in the faculty. The referees weigh not only the quantity but also the quality of candidates' research output. Professors are expected to be competent to advise PhD candidates, and to be able to demonstrate considerable teaching experience at all levels. Candidates should be sure to provide detail about their teaching merits and pedagogic approach in the teaching portfolio section of their applications.

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<sup>4</sup> There is currently a roof to the parental leave subsidies. 80% is subsidized by the state up to the annual salary of 428,000 SEK, so for someone earning approximately 720,000 SEK, parental leave involves a steeper paycut than the standard 10% (approximately 50% of a professor's salary would be subsidized in this example).

<sup>5</sup> This fee is for the first child. Parents pay fees for each additional child, but these decrease as the number of children increase (second child 840 SEK, third child 420 SEK).

<sup>6</sup> Based on 2009 data, calculated by xpatulator, downloaded via <http://www.expatinch.com>

<sup>7</sup> A summary of the rules and regulations in regards to new appointments can be found here: [http://regler.uu.se/digitalAssets/17/17046\\_Uppsala\\_University\\_Appointment\\_Regulations.pdf](http://regler.uu.se/digitalAssets/17/17046_Uppsala_University_Appointment_Regulations.pdf)

<sup>8</sup> The referees must be full professors, one of each sex. They cannot be employed at Uppsala University. While there are no further formal requirements, the Department generally seeks to ensure methodological and topical pluralism between the two referees.

<sup>9</sup> The Swedish law on public access to official documents stipulates that all state documents which are not security-restricted must be made available to the public upon request, university documents fall under this law.