



UPPSALA
UNIVERSITET

November | 2020

IEG News

November edition

News from the Head of the Department

Covid-19. We are all aware of the ongoing pandemic, and the restrictions it means to our life and work. The decision from the Vice-Chancellor, valid through January 19, requires us to increase our ambitions in physical distancing. Hence, work that you can perform from home, you should perform from home! If you need support, e.g., to bring home a screen or something else you depend on, don't hesitate to ask your nearest supervisor or boss. Have a look at the university-wide information (<https://mp.uu.se/web/info/vart-uu/information-om-corona>). Take care and stay healthy!

Goals and Strategies. The University recently adopted revised goals and strategies <https://uu.se/en/about-uu/mission-goals-strategies/mission-goals-strategies/#anchor-273256>. We have been charged to set up department-specific goals and strategies in line with the university-wide ones. Many of you have been engaged in the process via the research programs and department board. The first version of the IEG Goals and Strategies can be found in the "internal policies" folder" here: <https://mp.uu.se/group/institutionen-for-ekologi-och-genetik/docs>.

A couple of years ago a department-wide working environment survey gave very positive results overall. However, grades were lower on questions on to what extent the department's goals permeate the organization and connect to our work. Now we have an explicit set of Goals and Strategies to relate to. Have a look, and also consider how they can be improved - they are meant to be revised when needed.

News from the administration

We are doing a review about the vacation balance at the department at the moment. This applies:

- At least 20 days of vacation must be taken during the calendar year according to the Vacation Act. Those who have less than 20 vacation days must take out all their days.
- If you begin your employment on September 1 or later, you are entitled to save the year's qualifying vacation days to the following year. The same applies to those who have had a 100% leave of absence during January - September, according to a local collective agreement.
- Those who are employed from 1 August and are normally covered by a standard holiday must apply for their days themselves this year.
- According to a change to the Collective agreement (Villkorsavtalet) that came into effect in October 2017, you may not have more than 30 saved vacation days from 2018. The possibility to save vacation days has thus changed from 35 days to 30 days. Transitional regulations state that employees who have more than 30 saved days on January 1, 2018 may use the overshooting days within a five-year period. This means that on December 31, 2022, no one will have more than 30 saved days.

- Those who have been 100% on parental leave/leave of absence during the summer must apply for at least 20 vacation days during another period during the year.

If you have further questions, please contact the Pay roll unit: lon@uadm.uu.se

Registering preventive health care expenses

In order to get the preventive health care allowance for 2020 you need to register your expenses in Primula Web no later than December 5, 2020.

News on Environmental work

The Vice-Chancellor has earmarked SEK 2 million for a climate pot aimed at reinforcing and invigorating Uppsala University's efforts to reduce its climate impact. Vice-Chancellor has now decided which projects will receive funding <https://mp.uu.se/web/nyheter/-/beslut-om-medeltill-klimatgarder>.

New applications from the climate pot will be accepted 1/1-28/2 2021. Initiatives with a strong focus on innovation/creativity are especially encouraged. Applications for project funding are invited from employees, students and organisational units at Uppsala University. You can find more information about how <https://mp.uu.se/en/web/info/vart-uu/miljoarbete/ansok-medeltill-klimatpotten>.

Other environmental news

Warmer winters linked to increasing drowning risk



Photo: Gesa Weyhenmeyer

Gesa Weyhenmeyer just published a paper on the increased risks of falling through ice and drowning when winters get warmer. The paper is available here:

<https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0241222>

The paper has also reached high public interest, here an example of a press release from BBC: <https://www.bbc.com/news/science-environment-54989046>

More new publications

Lars Gustafsson is involved in a new publication on how Thyroid hormone exposure before birth influences life expectancy. The study was conducted on a long-term monitored population of wild collared flycatcher breeding in Gotland island, and relied on extensive collaborations with the University of Uppsala, Lyon, Glasgow and Aberdeen. The study was published in Biology Letters from The Royal Society: <https://doi.org/10.1098/rsbl.2020.0364>

Here is a link to a couple of press releases:

<https://www.utu.fi/en/news/press-release/prenatal-thyroid-hormones-influence-biological-age-at-birth>

<https://www.abdn.ac.uk/news/14474/>

André Pinto da Silva, Shomita Mukherjee, Uma Ramakrishnan, Carlos Fernandes and Mats Bjöklund published a new study focused on small wild cats belonging to the *Prionailurus* genus shows that, on average, only 6-11% of adequate habitat for four species of small wild cats in the Indian-subcontinent is covered by current protected areas. The results of this new study show that different species tend to respond differently to environmental change even if they are closely-related. This suggests that future implementation of protected areas will need to cover a larger extent and wider variety of habitats to increase coverage of prime habitats for these species. This is particularly important in the Indian-subcontinent as the region is a world's hotspot for wild cat species with 37% of all felid species occurring in this area. The study was published on October 30th in Scientific Reports. <https://doi.org/10.1038/s41598-020-74684-8>

Linnea Smeds and Hans Ellegren have just got their new study on wolfs published in Evolutionary Applications. Whole-genome analyses provide no evidence for dog introgression in Fennoscandian wolf populations, <https://onlinelibrary.wiley.com/doi/full/10.1111/eva.13151>

They have also been mentioned on Swedish radio: <https://sverigesradio.se/artikel/7596021> and Svenska Dagbladet <https://www.svd.se/skandinavisk-varg-utvandrar-till-finland>



Photo: Ilpo Kojola

Per Alström have published two new articles and a book, if you are interested in buying a copy of the book please contact Per Alström: per.alstrom@ebc.uu.se

Multiple species delimitation approaches applied to the avian lark genus *Alaudala*

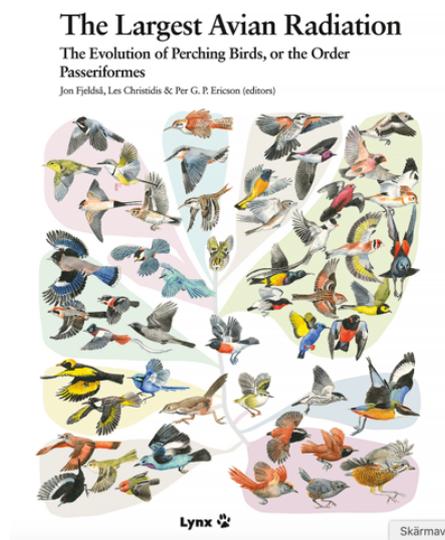
<https://doi.org/10.1016/j.ympev.2020.106994>

Molecular species delimitation of larks (Aves: Alaudidae), and integrative taxonomy of the genus *Calandrella*, with the description of a range-restricted African relic taxon

<https://doi.org/10.3390/d12110428>

The Largest Avian Radiation: The Evolution of Perching Birds, or the Order Passeriformes

<https://www.lynxeds.com/product/the-largest-avian-radiation/>



Carina Farah Mugal is one of the researcher involved in an example of a successful collaborative work across programs, namely the evolutionary biology program and the animal ecology program in publishing "Tissue-specific patterns of regulatory changes underlying gene expression differences among *Ficedula* flycatchers and their naturally occurring F₁ hybrids". It has now been accepted in Genome Research.

<https://genome.cshlp.org/content/early/2020/11/13/gr.254508.119.abstract>

Press release

Now you can read about Anna Rosling and the two new fungus <https://www.uu.se/en/news-media/news/article/?id=15684&typ=artikel>.

More Bird-watching

A new film to be inspired by Per Alström and head out into the local area for bird watching:

Fyrisån <https://youtu.be/dpKAX5n8UJY>



Common Grasshopper Warbler, photo: Per Alström

More inspiration from Per Alström, the first lecture about his travels in China since the 1980s, the second about bird taxonomy.

The Explorers Club Oct 2020

<https://www.facebook.com/TheExplorersClubNYC/videos/348564813237951/>

(my presentation begins at c. 44 mins – but don't miss the others' presentations before me!)

The Urban Birder 27 Oct 2020:

<https://theurbanbirderworld.com/tours/per-alstrom-october-2020/>