

### GENERAL THOUGHTS on LifeWise Report

Here are some comments regarding the LifeWise Report produced with regard to FR's complaint made against me.

- 1) Regarding seeing the report and meeting with the people from LifeWise, it would be much better to get the report at least 48 hours before the meeting with the LifeWise people. That way we get a chance to read through the material and produce some notes and comments first. Then we can attend a meeting with LifeWise and come prepared with comments and questions for them.
- 2) I recognise that it is perfectly reasonable to conduct interviews with Swedish witnesses in Swedish. I also appreciate having both the original Swedish quotes as well as the translation in the report. However, I have spotted some translations which I think miss the meaning intended by the witness. For example, considering the quote from EA on p.12, *utsatta* is translated as *attacked* whereas I think *exposed* is a closer word to the meaning here. This is a significant difference, the word as used in Swedish implies only how the person being questioned felt, rather than indicating anything about the intention of the person asking the question. Who has translated the Swedish statements into English and how has this been done?
- 3) The factual investigation conducted by LifeWise concludes that regarding all charges and claims made in the complaint, no victimisation has occurred according to the Swedish Discrimination Act or AML. Regarding the important next steps, what does Leif Lönnblad, prefekt of Astronomy and Theoretical Physics plan for a programme going forward? How will this news be communicated to colleagues throughout the department? How is the programme of reconciliation with some colleagues to look?
- 4) One of the main criticisms in the LifeWise working environment survey concerned a lack of communication within the Department of Astronomy and Theoretical Physics. One gets the sense that people have been making complaints to the prefekts over time and nothing has happened as a result, i.e. no actions or discussions/meetings. Who has made complaints to various prefekts over the last two years, and about what and whom? And what have the prefekts done about it? For example, no prefekt has ever spoken with me about my interactions with FR. The report could make this point more clearly and highlight its role in making any problems between us worse.

5) There seems to be a lack of evaluation of evidence presented to LifeWise. A good example of this concerns the scheduling of the meetings with masters students concerning projects (see p. 10-11). Here I was given the task to organise the interviews with prospective master students with those supervising theoretical astrophysics projects. FR makes a very specific allegation of me regarding this: namely that *I* (meaning FR) *was not asked about my availability*. During my interview with LifeWise, I shared with them an email to FR (and others, dated 191011) which clearly shows that my suggestion was just that — a suggestion (both the Subject of email and the first sentence use the word).

In the email, I also state: *I have picked time slots which fit for Anders, Oscar and Ross. Florent: does this schedule work for you?* This phrase clearly shows that Florent is indeed being asked about his availability. LifeWise were shown the email during my interview with them. They indicated during the interview that they saw the point of what I was saying, yet in the report they make no written evaluation of this (see p. 11). The email itself is also not given in an appendix to the report (I gave them a physical printout of the email during my interview with them). I provide a copy of this email appended to this document. I also append an email from Sofia Feltzing and Alex Mustill (then coordinator and deputy coordinator of the Astronomy Masters Program) containing the suggestion that I arrange the interviews for theoretical astrophysics projects (I did not share this email with LifeWise as I did not have it to hand at the interview with them).

6) In some cases, there is a lack of seeking out witnesses. A good example of this is the claim from FR that I demand he makes coffee for me everyday and that I never make coffee (see *coffee* on p. 13). During the interview I explained to LifeWise how I do make coffee when I come in to work if no one else has made it. I have occasionally asked Florent if he has made coffee simply because if we are standing around the machine and there is not much coffee left, I do not wish to take the last coffee if he is the one who has made it. If LifeWise consider that I do not ask someone to make me coffee every day and that I do indeed make coffee sometimes they do not say so in the report. Many people could have confirmed that I have made coffee. However, it is possible that LifeWise have decided that I most likely do make coffee so didn't feel the need to ask witnesses.

7) Many witnesses were interviewed but only one or two quotes are used for each of the charges when in some cases many or all witnesses could have had input. A good example of this I think concerns the questioning style during the OTA/NOTA meetings (p. 11-12). FR had made the complaint that my questions were too numerous and too basic during the informal presentations made on the white board (i.e. no computers) made at these Friday meetings. The input of a number of people would be extremely valuable to the faculty to gauge the view of the entire group and thus help in figuring out a programme going forward. What has been said by other witnesses which has not been included here? For example, I can think of at least one current PhD student who has thanked me more than once for asking questions in order to clarify a presentation at an OTA meeting.

From: **Melvyn Davies** mbd@astro.lu.se  
Subject: Suggestion for 24 October schedule  
Date: 11 October 2019 at 18:56

To: Anders Johansen anders@astro.lu.se, Ross Church ross@astro.lu.se, Oscar Agertz oscar.agertz@astro.lu.se,  
Florent Renaud florent@astro.lu.se  
Cc: Melvyn Davies mbd@astro.lu.se

MD

Dear Everyone,

OK, here is a scan of a suggestion for who-sees-who-and-when.

I've put the students into four groups which means  
that we can have a simple schedule where each  
of the four groups A, B, C, and D see each project in turn.

This means that all students see all projects they wish  
to hear about in two hours. So very efficient.

All student groups have 2-3 people for each meeting.

Group A always has 3 people. Group B always has 2 people.

In some cases, group C and D will have 2 people sometimes 3 people.

I have picked time slots which fit for Anders, Oscar and Ross.  
Florent: does this schedule work for you?

Please email me to let me know if you have any questions  
or if something is unclear.

I am happy to email all the students listing who  
goes where and when.

Please give me the go ahead to do that.

Given the large number of potential meetings, compressing the time  
taken by grouping them in the way above will help, I think.

Best wishes,

Melvyn

\*\*\*\*\*  
Prof Melvyn B. Davies  
Lund Observatory      Email: mbd@astro.lu.se  
Box 43                      Phone: +46 46-222 1568  
SE-221 00 Lund          FAX: +46 46-222 4614  
Sweden                      http://www.astro.lu.se/~melvyn  
\*\*\*\*\*

MBD

Schedule suggestion

11/10/19

	Johansen Anders	Agertz Oscar	Davies Church	Renaud Florent
--	-----------------	--------------	---------------	----------------

MBD

11/10/19

# Schedule suggestion

	Johansen Anders	Agertz Oscar	Davies Church	Renaud Florent	Group
	The wind-driven evolution of protoplanetary discs	The fate of stars born in gas-rich high redshift galaxies	The retention of black holes in globular clusters	How to resuscitate dead galaxies?	
Green Madison		Green Madison		Green Madison	D
Van Donkelaar Floor		Van Donkelaar Floor	Van Donkelaar Floor	Van Donkelaar Floor	D
Wuxueman Liu	Wuxueman Liu	Wuxueman Liu	Wuxueman Liu	Wuxueman Liu	A
Kajtansi Kaltrina	Kajtansi Kaltrina	Kajtansi Kaltrina	Kajtansi Kaltrina	Kajtansi Kaltrina	A
Andersson Oscar	Andersson Oscar	Andersson Oscar	Andersson Oscar	Andersson Oscar	A
Monetllus Martin	Monetllus Martin	Monetllus Martin	Monetllus Martin	Monetllus Martin	B
Collet Erika		Collet Erika	Collet Erika	Collet Erika	D
Gillan John	Gillan John	Gillan John	Gillan John	Gillan John	B
Tomberg Pila Maria	Tomberg Pila Maria		Tomberg Pila Maria	Tomberg Pila Maria	C
Jang Hyerin	Jang Hyerin	Jang Hyerin	Jang Hyerin	Jang Hyerin	C
Nielsen Jesper	Nielsen Jesper	Nielsen Jesper		Nielsen Jesper	C
Slot 1	A	B	C	D	Which group sees who in which slot
Slot 2	B	C	D	A	
Slot 3	C	D	A	B	
Slot 4	////	A	B	C	

Thursday 24 October

Slot  
1  
2  
3  
4

Time  
13.00 - 13.30  
13.30 - 14.00  
14.00 - 14.30  
14.30 - 15.00

Note: groups C and D don't always have all members for all meetings (see above table).

//

From: **Sofia Feltzing** sofia@astro.lu.se

Subject: Master: meet students and talk about projects

Date: 11 October 2019 at 11:30

To: Anders Johansen anders@astro.lu.se, Oscar Agertz oscar.agertz@astro.lu.se, Ross Church ross@astro.lu.se, Melvyn B. Davies mbd@astro.lu.se, Florent Renaud florent@astro.lu.se

Cc: Alexander James Mustill alex@astro.lu.se

SF

Dear Anders, Oscar, Ross & Melvyn, and Florent

The students that have asked to see you are listed below. Given the limited availability for some of you and the larger list of Florent our suggestion is that Melvyn organizes your meetings and that they all take place on the 24 October (when several other potential supervisors are at the astronomdagarna and there is no seminar).

The students have been told that you will contact them and tell them where and when to meet.

You find the emails of all master students at [http://www.astro.lu.se/Staff/staff\\_students.html](http://www.astro.lu.se/Staff/staff_students.html)

Melvyn will get back to you all and organize the schedule.

	Johansen Anders	Agertz Oscar	Davies Church	Renaud Florent
	The wind-driven evolution of protoplanetary discs	The fate of stars born in gas-rich high redshift galaxies	The retention of black holes in globular clusters	How to resuscitate dead galaxies?
Green Madison		Green Madison		Green Madison
Van Donkelaar Floor		Van Donkelaar Floor	Van Donkelaar Floor	Van Donkelaar Floor
Wuxueman Liu	Wuxueman Liu	Wuxueman Liu	Wuxueman Liu	Wuxueman Liu
Kajtansi Kaltrina	Kajtansi Kaltrina	Kajtansi Kaltrina	Kajtansi Kaltrina	Kajtansi Kaltrina
Andersson Oscar	Andersson Oscar	Andersson Oscar	Andersson Oscar	Andersson Oscar
Monetlius Martin	Monetlius Martin	Monetlius Martin	Monetlius Martin	Monetlius Martin
Collet Erika		Collet Erika	Collet Erika	Collet Erika
Gillan John	Gillan John	Gillan John	Gillan John	Gillan John
Tomberg Piia Maria	Tomberg Piia Maria		Tomberg Piia Maria	Tomberg Piia Maria
Jang Hyerin	Jang Hyerin	Jang Hyerin	Jang Hyerin	Jang Hyerin
Nielsen Jesper	Nielsen Jesper	Nielsen Jesper		Nielsen Jesper

Please note that if you decide to change meeting time this might be very complex. Attached is a schedule which shows what timeslots are (potentially) still available. This schedule includes all known lectures and all proposed meeting times.

Best regards

Sofia & Alex

+++++

Sofia Feltzing, professor of Astronomy

Lund Observatory, Sweden

Telephone: +46-46-2227294

Email: [sofia@astro.lu.se](mailto:sofia@astro.lu.se)

Personal webpage: <http://www.astro.lu.se/~sofia/>

+++++

### **Comments on the Factual Investigation on my complaint against Sofia Feltzing**

The Factual Investigation has demonstrated that Sofia Feltzing is guilty of harassment and victimisation against me on 6 charges. I note that neither her guilt nor innocence could have been established in the others 12 charges, mainly due to the absence of witnesses for the specific events I reported. However, the testimonies of the witnesses establish a clear pattern of illegal misbehaviour from Sofia Feltzing. For instance, this declaration of Eric Andersson is a good example:

*"I can't say that I remember this. But I wouldn't be surprised if this has happened."*

Many of the cases I have reported happened on several occurrences, as stated in my complaint. I understand that the nature of the repeated harassment, bullying and victimisation constitute an aggravation of the illegality of Sofia Feltzing's misconduct. I note that the witnesses confirm such pattern.

This is in line with the conclusion of the OSA investigation conducted in Spring 2020, which identified the severe damages, including serious symptoms affecting a large majority of members of the department, due to the "informal leadership", "bullying" and "abusive power" from Sofia Feltzing and her partner Melvyn Davies.

I note that persons who I did not name in my complaint, like Ross Church, have been interviewed by LifeWise AB and have reported other cases of victimisation on myself from Sofia Feltzing. I was not aware of such events of Sofia Feltzing going behind my back to manipulate others into damaging my career. I wonder how many incidents are still to be exposed. I request that such events, even if not part of my initial complaint, are fully considered to further establish the pattern of misconduct of Sofia Feltzing.

In her comments on the investigation, Sofia Feltzing felt appropriate (i) to judge how I perform my research activities and how I intend to conduct my career (on pages 4 and 5 of her comments), and (ii) to declare that I am not able to work with students (on page 7, "*Dessutom framhålls att Florent Renaud inte kan ta hand om studenterna*"). This is neither her role nor her right. I request that this additional incident is registered, and that actions are taken to ensure that Sofia Feltzing will never again arbitrarily judge the career of her colleagues, nor tell them they cannot do their job. Among a long list of evidences I have asked to be added to the case (see my letter to Gunilla Thylander on 17 December 2020), a letter and an email from the representative of the Master students express their distress in the presence of Feltzing, and their appreciation of my work replacing her at the head of the Master Programme (after that they asked for her removal in a letter to the management on 30 July 2020). This letter demonstrates that the accusations of Feltzing on my capacities are without any support, in addition to being offensive and insulting.

This reports adds to an alarming number of complaints made by members of our department against Sofia Feltzing. A compilation by the prefekts Anders Johansen and Leif Lönnblad, and added to this case, lists 24 complaints lodged against Feltzing since 2008. Knowing the difficulty, stress and pain that lodging a complaint can cause, I can only imagine how many incidents caused by Sofia Feltzing are hidden behind this already too high number. The history of cases and complaints and the numerous warnings given by her hierarchy and human resources to Sofia Feltzing show, as stated in this report, that she kept failing at changing her behaviour after being warned repeatedly. Furthermore, her declarations in the report and the comments she appended demonstrate that she does not express any remorse about her damaging acts, but rather commits additional acts of victimisation towards me.

This demonstrates that the behaviour of Sofia Feltzing represents a threat to the safety and well-being of our University. They also show that Feltzing has repeatedly failed at correcting her behaviour despite a very large number of complaints. This report further establishes factually the illegal nature of her acts.

To conclude, I demand that the Code of Conduct of our Department, the Lund University internal policies, and the Swedish Work-Environment Act (AML) are finally enforced against Sofia Feltzing. It is ethically, morally and legally inconceivable that a University *knowingly* protects dangerous behaviours like Sofia Feltzing's.

The enforcement of the zero-tolerance policy of Lund University against bullying and harassment, in compliance with the Swedish law, is well overdue.

Florent Renaud





Florent Renaud  
Senior researcher in Astrophysics  
Lund University

Lund, 20 December 2020

### **Comments on the Factual Investigation on my complaint against Melvyn Davies**

The factual investigation has not been able to establish neither the guilt nor the innocence of the accused, due to the absence of witnesses on the specific occurrences I reported. However, many of the testimonies quoted report similar situations which happened at different times, and/or to other persons, from the misbehaviours of Melvyn Davies.

This adds to the conclusions of the OSA work-environment investigation conducted by LifeWise in spring 2020, which reported repeated situations of bullying and abusive power from the 2 senior professors at astronomy, one of which being Melvyn Davies, and causing severe symptoms to a large number of the employees. Students who have not been invited to this survey have reported (to me and others) similar incidents, and similar symptoms, due to Melvyn Davies' misconduct. The report emphasizes, again, the "dominant informal leadership" caused by Melvyn Davies over the years, which keeps damaging the work-environment at our University.

I further note that an alarming number of complaints have been lodged against Melvyn Davies in the past. 12 complaints have been registered against him since 2008, as compiled by former prefekt Anders Johansen and attested by current prefekt Leif Lönnblad. This list have been appended to the case. Knowing how difficult, stressful and painful it is to lodge a complaint, I can only imagine the disturbing number of situations which have been kept silent. I have witnessed countless of such situations, but the victims are still too afraid of repercussions that Melvyn Davies and his partner Sofia Feltzing could cause.

However, several complaints have led the successive prefekts (Leif Lönnblad and Anders Johansen) and/or human resources to repeatedly warn Melvyn Davies about the damaging nature of his behaviour, and to request him to change it. Contrary to the allegations of Melvyn Davies, the prefekts confirmed that such warning have been given to him after the complaints of:

- Mohsen Farzone
- Simona Pirani
- Alex Mustill
- Guido Moyano Loyola

and possibly others. This demonstrates that Melvyn Davies has been warned several times by his hierarchy that his behaviour is not appropriate, and yet, complaint after complaint, he failed at changing his behaviour, as once again reported by myself and the witnesses quoted in the report.

I note that Melvyn Davies does not show any sign of remorse, neither about the situations reported by myself and others, nor on his abusive power and bullying established in the OSA investigation, and re-affirmed in the report of this investigation. History tells us that Melvyn Davies will very likely bully and harass other victims in the near future. This must be stopped.

As stated by the report, the management must implement measures to provide the employees with a safe and stimulating work-environment, according to the Work-Environment Act (AML). It is clear that a mere physical removal of Davies from our Department would only move the problem, without solving it.

In conclusion, I demand that the management take the appropriate measures to protect the safety and well-being of all the employees and the students of the University, in compliance with the report of this investigation, the Code of Conduct of our Department, in the Lund University internal policies, and in the Swedish law.

The enforcement of the zero-tolerance policy of Lund University against bullying and harassment is well overdue.

Florent Renaud



Florent Renaud  
Senior researcher in Astrophysics  
Lund University

Lund, 17 December 2020

### **Cases against Sofia Feltzing and Melvyn Davies**

To the office of Human Resources at the Faculty of Science of Lund University.

Following my formal complaints against Sofia Feltzing and Melvyn Davies, and the conclusions of the Factual Investigation conducted by LifeWise AB, it is my understanding that these two cases will now be handed to the legal department of the University for further action.

I consider it to be of the greatest importance that these cases present a complete picture of the situation, such that the lawyers and judges who will evaluate the gravity of the charges and implement such sanctions as are appropriate would be fully aware of the reality of what has happened at Astronomy. These documents provide evidence of a history of repeated unacceptable and damaging misbehaviors, and thus must be taken into account in these cases.

Therefore, I hereby formally request that the following documents are added, in full, to the two cases, such that they can be considered in the decisions to come. (The documents should be added to both cases, against Feltzing and Davies). Some are attached below, and you should already have the others. Should you experience difficulties in finding these documents, I will be happy to help you. The documents are as follows:

- My complaint registered by Anders Johansen on 11 December 2019
- My complaint, lodged on 7 September 2020, and sent to Gunilla Thylander and Tina Olson
- The reports (2 documents) presenting the conclusions of the Factual Investigation conducted by LifeWise AB and delivered on 5 November 2020, which factually demonstrated the guilt of Feltzing
- My comments (2 documents) on these reports
- The report from LifeWise AB on the work environment survey (OSA) conducted in spring 2020, and delivered on 29 May 2020, identifying the two senior professors as guilty of bullying, abusive power and informal leadership.
- The list of complaints against Davies and Feltzing addressed to the prefekts and/or director of studies and/or HR. This list has been compiled by the former prefekt Anders Johansen, with the help of current (and former) prefekt Leif Lönnblad: "*Lista över incidenter inom psykosociala arbetsmiljön som har rapporterats till ledningen 2008-2020 rörande professorer i astronomi*". This document should contain the cover letter from the Prefekt, which identifies P1 as Melvyn Davies and P2 as Sofia Feltzing.
- The complaints registered against Davies and Feltzing by members of the Astronomy division or students. For reference, according to the former Prefekt Anders Johansen, there have been 24 complaints against Feltzing and 12 against Davies in the period 2008-2020
- The Code of Conduct of the Department of Astronomy and Theoretical Physics
- The present letter

The documents attached below, also to be added in full to the cases, are:

- My email sent to Tina Olsson and Sven Lidin on 10 March 2020: "*Situation in astronomy*"
- The email from Oscar Agertz, Anders Johansen, Nils Ryde, Brian Thorsbro and myself, sent to Sven Lidin on 30 June 2020: "*Regarding the work environment in astronomy*"
- The email from Brian Thorsbro reporting the harassment of myself by Feltzing, sent to Tina Olsson and Gunilla Thylander on 2 July 2020: "*Endnu en dag på Astronomi*"
- The letter from the representatives of the Master students at Astronomy (signed by John Wimarsson and Jesper Nielsen), sent to Leif Lönnblad, Sven Lidin, Torbjörn von Schantz, David Hobbs and Johan Rathsman on 30 July 2020: "*Open letter from the master students in astrophysics regarding the work environment crisis*".



- The letter from the Chair of the Science Faculty's Doctoral Student Council (signed by Leif Gellersen), sent to the Vice-Chancellor on 10 August 2020: "*Harassment and bullying at Astronomy*"
- The email from the representative of the Master students at Astronomy (signed by Jesper Nielsen) sent to me on 12 November 2020: "*Appreciation*"

I look forward to your confirmation that the present demand has been received, and that all the listed documents have been added to the cases and sent to the legal department. If you judge that this would not be appropriate, please inform me at your earliest convenience so that I take other dispositions.

Your sincerely,

Florent Renaud

A handwritten signature in black ink, appearing to read 'FR' followed by a stylized flourish.



Florent Renaud &lt;florent.renaud@gmail.com&gt;

---

**RE: Situation in astronomy**

---

**Tina Olsson** <tina.olsson@science.lu.se>

Tue, Mar 10, 2020 at 4:29 PM

To: Florent Renaud &lt;florent@astro.lu.se&gt;, Sven Lidin &lt;sven.lidin@chem.lu.se&gt;

Dear Florent,

Thank you for your email.

I understand where you are coming from.

An update regarding the investigation will be sent to all employees this week.

Regards, Tina

-----Original Message-----

From: Florent Renaud &lt;florent@astro.lu.se&gt;

Sent: Tuesday, March 10, 2020 8:02 AM

To: Sven Lidin &lt;sven.lidin@chem.lu.se&gt;; Tina Olsson &lt;tina.olsson@science.lu.se&gt;

Subject: Situation in astronomy

Dear Tina, dear Sven,

Back in mid-December, you kindly invited me to your office to discuss about the situation of harassment and bullying we are facing in astronomy.

I really appreciated how seriously you considered this issue, and I want repeat here my gratitude for this.

You told me an investigation would take place to get to the details of the situation, before you could take action.

Since then, nothing has really changed and we are still facing the same problems, causing stress, insomnia, staff being unhappy, unfocussed and a lack of the motivation and excitement one needs to conduct research.

For my own sake, I decided to avoid interactions with the two persons causing this situation, but their omnipresence and control of all aspects in the department makes it very difficult.

I also keep witnessing other persons (in particular master and PhD students) still being victims of this situation.

A lot of people recently became more vocal about their own experience in the matter, which made us collectively realize the extent of the problem. Chatting more openly with many members of the group also made us wonder why this situation had been ignored for so many years (actually decades, from what I have heard), and why nothing has still been done, specially after several complaints have been lodged officially last year.

Now that we have discovered we are not isolated cases, we are fully determined to not let this situation continue and affect ourselves and the next classes of students.

Although I understand (and support) the need for a fair investigation before any definitive solution can be adopted, I am surprised that no temporary action has been taken to limit the impact of these 2 persons. Also, it seems that the investigation has not started yet, and it is difficult for us to understand this delay.

From informal chats with several of my co-workers (staff and students), I believe my state of mind and interrogations are shared quite widely in the department.

I trust you still take this issue seriously and I hope you could inform us about

- the progresses of the investigation and,
- what temporary solution will be taken in the mean time, to create a safe, enjoyable and stimulating work environment in astronomy.

Best regards,  
Florent

11/30/2020

Gmail - RE: Situation in astronomy

--

Florent Renaud  
[www.astro.lu.se/~florent](http://www.astro.lu.se/~florent)  
Lund Observatory, Sweden

**From:** Florent Renaud florent@astro.lu.se  
**Subject:** Regarding the work environment in astronomy  
**Date:** 30 June 2020 at 19:28  
**To:** sven.lidin@chem.lu.se  
**Cc:** leif.lonnblad@thep.lu.se, David Hobbs david@astro.lu.se, Anders Johansen anders@astro.lu.se, Nils Ryde ryde@astro.lu.se, Oscar Agertz oscar.agertz@astro.lu.se, Brian Thorsbro thorsbro@astro.lu.se



To the Dean of Faculty of Science of Lund University,

Dear Sven,  
(cc Leif Lönnblad, David Hobbs)

we write to you as employees and PhD students of the Astronomy division at the Department of Astronomy and Theoretical Physics.

As you know, we are facing a long lasting situation caused by abusive behaviour, harassment and bullying from Sofia Feltzing and Melvyn Davies.

The Lifewise investigation conducted a few months ago has revealed that this problem concerns the vast majority of our department, and is causing severe mental and physical disorders to many of us. Since then, and despite the first measures taken by our prefekt Leif Lönnblad, the situation has barely changed.

The abuses continued during and after the investigation, and the stress-related symptoms are now combined with fear of repercussions. Feltzing and Davies are still coming to the office everyday and some of us have experienced that they are listening in on our discussions. Mostly this manifests itself in Feltzing circulating around meeting locations resulting in distractions and interruptions of the meetings. Feltzing has also asked around to her collaborators if anyone knows who of the employees reported her to the LifeWise investigation. This is causing a tremendous amount of stress, lack of sleep, and fear to most of the department. We cannot work nor live in these unbearable conditions, and this has to stop NOW.

With this email, we officially request that our legal rights for a safe and stimulating work environment are finally respected. We remind you that this behaviour from Feltzing and Davies has been going on for more than a decade under various deans, that there was a previous working environment investigation in 2009 that led to the dismissal of Davies as head of department and that several students and postdocs have reported Feltzing and Davies to HR for harassment. We therefore urge you to finally take the right decisions, to protect the victims, and not the harassers anymore.

We are aware of the possibility to take collegial duties from Feltzing and Davies (such as their role as Master's programme coordinator and as topic responsible). However, this reaction in itself does not stand in proportion to the gravity of the LifeWise report and would instead give the two accused extra time to act as informal leaders by applying pressure to those who take over their duties.

Therefore, we explicitly request the immediate separation of Sofia Feltzing and Melvyn Davies from their victims, as well as the cessation of all their responsibilities, which they have used and still use to manipulate and pressure staff members and students over many years. We also request that a definitive plan is communicated to the members of the department in the next few days to stop these individuals from

the members of the department in the next few days to stop these individuals from causing severe mental and physical damages to us, our colleagues and our students.

It is now more than ever obvious that it is impossible to work or collaborate with such individuals, scientifically, in our teaching activities, or in various committees. Our safety at work is protected by the law, and we urge you to apply it, by protecting the victims of the illegal behaviours of Feltzing and Davies.

Yours sincerely,

Oscar Agertz  
Anders Johansen  
Florent Renaud  
Nils Ryde  
Brian Thorsbro

**From:** Brian Thorsbro brian@thorsbro.dk

**Subject:** Fwd: Endnu en dag på Astronomi.

**Date:** 2 July 2020 at 22:03

**To:** Leif Lönnblad Leif.Lonnblad@thep.lu.se, Nils Ryde ryde@astro.lu.se, Oscar Agertz oscar.agertz@astro.lu.se, Anders Johansen anders@astro.lu.se, Florent Renaud florent@astro.lu.se, David Hobbs david@astro.lu.se

BT

Hej Leif et al.

Just want to inform you about yet another harassment event today by Sofia against Florent.

I have reported it to Tina and Gunilla as you can see below.

It is in Danish. Florent I can translate for you tomorrow, but you can guess the contents I am sure.

Brian

----- Forwarded Message -----

**Subject:** Endnu en dag på Astronomi.

**Date:** Thu, 2 Jul 2020 21:57:45 +0200

**From:** Brian Thorsbro <brian@thorsbro.dk>

**Reply-To:** brian@thorsbro.dk

**To:** Tina Olsson <tina.olsson@science.lu.se>, Gunilla Thylander <gunilla.thylander@hr.lu.se>

Kære Tina og Gunilla,

Jeg kan forstå at I har hørt en del om astronomi her på det seneste. Beklageligvis er jeg nød til at rapportere om en hændelse i dag.

Min kollega, Florent Renaud, stod og græd på mit kontor i dag efter den behandling han har fået af Sofia Feltzing i dag. Jeg forklarer hændelsen i det følgende som jeg så det.

Florent sad sammen med mig og Eric Andersson, en PhD student på astronomi, og drak kaffe i gården hen mod tre-tiden. Sofia kommer og sætter sig sammen med os, hvorefter Florent kort efter forlader selskabet. Sofia bemærker at hun synes Florent har været sur på det seneste. Eric og jeg mener ikke rigtig det er en samtale vi skal begive os ind i og skifter emne. Efter lidt går vi tilbage for at arbejde.

Vi har glasvægge på vores kontorgang og jeg bemærker at Florent går forbi. Derefter kommer Sofia også forbi. Det gentager sig igen den anden vej kort efter. En stund efter kommer Florent ind helt nedtrykt og fortvivlet og beretter om hvordan Sofia følger efter ham som en stalker. Dette er fuldstændigt uacceptabel. Jeg forstår ikke hvordan et menneske kan opføre sig på den måde.

Eric og jeg foreslår til Florent at han skal tage fredagen fri, hvorefter han bryder sammen i gråd. Åbenbart har han studerende der har sommerjob for ham her på instituttet, og han tager det meget alvorligt. At blive mobbet ud af afdelingen gør at han ikke kan passe de studerende, [REDACTED]

Det er jo en tragedie at sådan noget her foregår. Kan jeg melde det her til jer som vidne? [REDACTED]

Mvh.  
Brian



To whomever it may concern,

We are writing this letter on behalf of all current, previous and future master students in astrophysics at Lund University. Following the presentation from head of department Leif Lönnblad to the master students of the investigation that took place during this spring regarding the work environment at the department, we would like to present our view of the situation and how we think the department should move forward.

Despite being excluded formally in the investigation, the master students are aware that there have been conflicts, abuse of power and bullying in the department and that tensions have been building up over a long period of time. From the first day of our master education, we are encouraged to be active members of the department as we are expected to actively participate in weekly research meetings, seminars and join discussions at the daily coffee breaks. Hence, the difference between the expectations on master students and employees is to us non-existent. Yet, we have not been treated as active members of the department in the handling of this crisis.

Considering the fact that a major part of the issues with the work environment are due to the behaviour of our own master program coordinator, Sofia Feltzing, we master students are concerned that we were formally excluded in the investigations. When it later came to our attention that measures had been taken to reduce the presence of the major culprits in the crisis at the department, we were yet again kept in the dark. We believe that excluding the master students is not only directly harmful to us, but also the department and its employees. There are those of us who have been directly affected by the issues in the department and feel that Sofia has negatively affected their time as master students. Furthermore, we think that it is unacceptable that the person expected to teach us about ethics and how to act professionally in an academic setting does not abide by the same standards. Due to the aforementioned reasons, **it is the opinion of the master students that Sofia Feltzing should be removed from her position as master program coordinator before the start of the autumn semester.** She should also not be able to exert any influence whatsoever over her successor as an informal master's coordinator. It is our opinion that letting her have any authority over the master students would be harmful to the department, the university, and in particular to the well-being of the new master students arriving in the autumn.

We urge concerned parties that action is to be taken as soon as possible to lessen the impact of this crisis on our physical and mental well-being, security, and future studies at Lund University.

*Yours sincerely*

John Wimarsson & Jesper Nielsen

Representatives of the Master students in Astrophysics at Lund University



Lund, August 10, 2020  
1(2)

*Naturvetenskapliga Doktorandråd,  
Lunds Doktorandkår*

## RE: Harassment and bullying at Astronomy

Dear Vice-Chancellor Torbjörn von Schantz,

The PhD students at the Department of Astronomy and Theoretical Physics have as a collective contacted the Doctoral Student Council of the Faculty of Science (NDR), Lund's Doctoral Student Union (LDK) and the Doctoral Ombudsperson (DOMB) with regards to the fact that serious ongoing harassment and bullying is happening at the Astronomy Division within the Department of Astronomy and Theoretical Physics. This is an unprecedented situation and we are very seriously concerned about this.

The PhD students in Astronomy, as employees of Lund University, have the right to a healthy and safe work environment<sup>1</sup>, and the current situation does not characterise Lund University's zero tolerance policy towards harassment and bullying<sup>2</sup>. The PhD students **must receive protection** in this case. We argue below why this must be addressed with both a sense of **urgency** and **permanency**.

Because of the situation at Astronomy Division, an external consulting company, LifeWise, interviewed all the employees in the Division in March. The results and recommendations from LifeWise were compiled into a report sent to the Dean of the Faculty of Science and a summary was presented by the Prefect of the Department of Astronomy and Theoretical Physics for the employees at the Astronomy Division on June 17. Some of the more concerning things in this summary are:

- "More than half describe some or all of the following symptoms; stress, difficulty sleeping, depression, anxiety, increased alcohol consumption, weight gain, lack of energy and lack of motivation ... The symptoms described are mainly related to the conflicts in the department."
- "Eight out of ten believe that there exists a controlling and dominant informal leadership."
- "Criticism in how management and faculty have so far dealt with conflicts, reports and shortcomings in the work environment ... Many believe that management and faculty have done too little to deal with the conflicts."
- "Nine out of ten describe conflicts at the department ... it appears that the conflicts are mainly related to the informal leadership."

<sup>1</sup>The Swedish Work Environment Act, SFS 1977:1160, section 2.

<sup>2</sup>Work Environment Policy for Lund University, Reg. no STYR 2018/2030.

- “Seven out of ten describe that there were/has been abusive behaviours and bullying at the department, either directly experienced or related to them through others.”

In addition, LifeWise concludes that “A destructive informal leadership ... needs to be eliminated” and that “Conflicts and abusive behaviours need to be addressed”.

We have been informed by the PhD students in Astronomy that this informal leadership consists of two professors, Melvyn B. Davies and Sofia Feltzing. Davies was previously Prefect of the Department but was forced to resign after being centrally involved in serious conflicts and work environment issues at the Department necessitating the engagement of a psychologist to counsel staff. Feltzing was previously coordinator of the PhD programme, but was removed after protests from the PhD students due to inappropriate behaviour. Both of these events occurred some years ago. Since these events, nevertheless, several employees and students have reported one or both of these professors to the Human Resources Office at the Faculty for harassment and bullying. There have been no apparent improvements as a consequence of these reports.

The harassment and bullying has been ongoing for over a decade. In the light of this, it is imperative that we see a **permanent** solution. Not only for the sake of the current PhD students, but also for the sake of the future PhD students.

The PhD students in Astronomy have also informed us that the two professors have been barred from entering the office during the summer, which gives a welcome respite. However, the professors have in their communications with their groups indicated that this is just a temporary measure, and from September everything will return to “normal”. The PhD students are therefore naturally very worried that the work environment investigation will not lead to any change. Further, the professors have been querying their groups to identify who has “reported” them. As a consequence the PhD students are afraid to speak out individually.

We consider it to be a major problem that the Astronomy PhD students do not feel secure and that they are frightened of repercussions. There is an **urgent** need to address this issue.

Finally, some PhD students report that at international conferences they are now being asked about the situation in Lund. The reputation of their Department is a major contributor to securing them a future career in academia. That this case of harassment and bullying is getting international attention in the astronomy community is very worrying, and it further reinforces the need for both **urgent** and **permanent** measures.

We cannot stress enough how important it is that Lund University acts decisively and quickly in this matter. The reputation of the University is at stake and the Vice Chancellor, with the weight of his office, must put an end to this once and for all.

Yours sincerely,

Leif Gellersen

Chair of Science Faculty's Doctoral Student Council

Ordförande, Naturvetenskapliga Doktorandråd

**From:** JESPER NIELSEN je0752ni-s@student.lu.se  
**Subject:** Appreciation  
**Date:** 12 November 2020 at 20:29  
**To:** Florent Renaud florent.renaud@gmail.com

---



Hi Florent

I just wanted to let you know, from the master students, that we really appreciate the work you have been doing in the last couple of months. The transparency you are bringing to the master's program is a really nice breath of fresh air and your tireless efforts to make this department a better place has honestly made everything so much better.

I can't imagine how awful it must be to be in the situation you are in and feel that the higher-ups aren't doing what they can to protect you, and all of us really. It is a shame that the system is the way it is and that the people who would have the ability to try and make a difference either can't or won't.

I really hope that you are taking care of yourself and that you feel that it all is worth it, because to us, and to probably so many more at the department, it has meant so much.

Sincerely,

Jesper

## Lista över incidenter inom psykosociala arbetsmiljön som har rapporterats till ledningen 2008-2020 rörande professorer i astronomi

S=student  
D=doktorand  
P=postdoktor  
L=lärare  
A=administratör

P1=rapport av incident rörande professor 1  
P2=rapport av incident rörande professor 2

Xi=återkoppling till rapporterad person (från antingen prefekt, HR eller dekan)

Listan visar alla rapporteringar av psykosociala incidenter till prefekt, studierektor / institutionsrepresentant, HR eller dekan som involverar professorer på astronomi-enheten. Listan är relativt komplett från 2010 när LL blev prefekt. Information från tidigare år är baserad på senare samtal med de involverade.

Vissa anmälningar rör sig om multipla incidenter. Ett fåtal rör sig om upprepade anmälningar av samma incident.

Om återkoppling inte har getts till den rapporterade kan detta bero antingen på (1) att personen som rapporterat har antingen önskat att vara anonym eller inte har önskat att gå vidare med incidenten, (2) att personen som rapporterat har uppfattat att HR eller dekan har gett återkoppling men att detta inte har hänt, eller (3) för anmälningar i början av 2020 att personen som rapporterat förväntade sig att intervjun till arbetsmiljörapporten skulle motsvara en anmälan med återkoppling.

Det har funnits ett fåtal rapporteringar av icke-professorer under tiden 2016-2020, men dessa pekar inte på systematiska psykosociala incidenter kring andra anställda inom enheten.

(se övriga anteckningar under tabellen)

#	År	S	D	P	L	A	P1	P2	Prefekt	SR / IR	HR	Dekan	Kommentar
1	2020			X			Xi	Xi			X	X	
2	2020				X		Xi	Xi			X	X	
3	2020	X	X	X	X	X	Xi	Xi	X		X	X	Arbetsmiljöundersökning
4	2020				X			X			X		

5	2020	X						X	X		X		
6	2020	X						X	X		X		
7	2020		X					X	X	X			Institutionsrepresentanter
8	2019			X				Xi			X	X	
9	2019			X				Xi	X		X	X	
10	2019			X				Xi	X		X	X	
11	2019					X		X	X				
12	2019						X	X	X		X		Psykosocial enkät
13	2018		X					X	X				
14	2018			X			Xi		X				
15	2018	X						Xi	X		X	X	
16	2018			X			Xi	Xi	X		X	X	
17	2018			X				X	X		X	X	
18	2018							X	X		X		Psykosocial enkät
19	2017			X				X	X				
20	2016		X				X		X				
21	2016				X			X			X		
22	2016		X				Xi		X				
23	2015							X	X		X		Psykosocial enkät
24	2013	X						X	X				
25	2012	X					X		X		X		
26	2012	X					X		X		X		
27	2009		X					Xi		X			
28	2008	X	X	X	X	X	Xi	Xi	X		X	X	Arbetsmiljöundersökning
29	2008				X	X	X	X	X				
	<b>Sum</b>	<b>8</b>	<b>7</b>	<b>10</b>	<b>6</b>	<b>4</b>	<b>12</b>	<b>24</b>	<b>23</b>	<b>2</b>	<b>19</b>	<b>10</b>	



#### Anteckningar:

Arbetsmiljöundersökningen 2020 konkluderade att 7/10 anställda pekade på två professorer som orsak till dålig arbetsmiljö.

I psykosociala enkäten 2019 markerade två anställda att de utsatts för kränkande särbehandling under senaste året. Dessa visade sig sedan under utvecklingssamtalen att röra sig om incidenter kring två professorer.

I psykosociala enkäten 2018 markerade fem anställda att de utsatts för kränkande särbehandling under senaste året. Vissa av dessa rapporteringar visade sig sedan under utvecklingssamtalen att röra sig om incidenter kring två professorer.

I psykosociala enkäten 2017 markerade fem anställda att de utsatts för kränkande särbehandling under senaste året. Det är oklart vilka incidenter som detta rör sig om.

I psykosociala enkäten 2016 markerade fem anställda att de utsatts för kränkande särbehandling under senaste året. Det är oklart vilka incidenter som detta rör sig om.

I psykosociala enkäten 2015 markerade en anställd att ofta ha utsatts för kränkande särbehandling. På efterföljande utvecklingssamtal beskrevs incidenter kring en professor.