

2021

UIODOC ANNUAL REPORT



UiODoc Board 2021-2022

 **UiODoc**

Interest organization for PhDs and
Postdocs at the University of Oslo

Executive Summary

UiODoc is the interest organization representing PhDs, Postdocs and other temporary academic staff at the University of Oslo (UiO). Its mission is to promote the common academic, professional and social interests of all academic staff employed on a temporary basis at UiO. UiODoc was founded in 2008 and has been financially supported by UiO since 2013.

The core aims of UiODoc are to:

- Represent its members in different decision-making arenas
- Develop a social and professional platform for PhDs and Postdocs at UiO
- Contribute to their (academic and non-academic) career and development

UiODoc fulfills its aims through a range of activities: by following and giving input on developments in higher education and research; conducting dialogue meetings, surveys and panel discussions; and arranging workshops, seminars and other events. In addition, UiODoc collaborates closely with the Association of Doctoral Organizations Norway, SiN (“Stipendiatororganisasjonene i Norge”), different units within the University Management and other local stakeholders.

This Annual Report serves to document and to inform the represented group and the UiO management about the activities undertaken by UiODoc in 2021, and some of the plans of UiODoc for the next year. The Board consisted of ten active Board members by the end of 2021, who will continue their work throughout the first half of 2022. This annual report will be presented at the Annual General Meeting of UiODoc in 2022.

While the pandemic still impacted some of UiODoc’s activities in 2021, UiODoc managed to sustain its important role as the official organization representing and uniting PhD candidates, postdoctoral researchers and other scientific staff with temporary employment at UiO. This report highlights the notable achievements and challenges of last year and will provide direction for the future.

Part I of the report describes the work UiODoc has done to fulfill its aims in 2021. Strategic activities that were carried out with regards to the first purpose of UiODoc are described in Section 1 of this report. Among others, UiODoc has:

- Reached out to new members through collaborations with ISMO and three of the largest Faculties at UiO
- Had a series of informal meetings with deputy representatives of temporary research staff in the UiO Faculty Boards, culminating in an inter-Faculty event towards the end of the Spring semester
- Maintained direct contact with the rectorate by taking part in meetings in 2021
- Participated in several forums and committees at UiO including the Research Committee and the Forum for researcher education (FFF)
- Maintained the collaboration with ISMO, the unions and SiN

UiODoc also presented itself to new members on multiple occasions, including several PhD introduction courses and welcome breakfasts for international researchers.

Events and meetings that were organized to fulfill the second and third purposes of UiODoc are described in Section 2 and 3. Throughout 2021, UiODoc hosted 19 different events that offered a mix of professional and academic learning opportunities.

To sustain and coordinate the activities of UiODoc, the Board held 12 regular Board meetings, one Board transition meeting and hosted the AGM for UiODoc. A financial statement reporting the income and expenses related to UiODoc's activities is given in Section 4.

Part II of the report lays out the continuation of UiODoc's activities for 2022. Section 5 describes some of the planned strategic activities. Most notably, UiODoc plans to:

- Reach out to new and existing members through presentation of UiODoc in introduction courses, collaborating with local PhD associations and connecting with Faculties and departments channels in social media
- Gather input from our members in a systematic way through a survey sent out to all PhDs and Postdocs
- Have regular discussions with the rectorate on matters of importance for PhDs and Postdocs
- Sending representatives from the Board to the Research Committee, FFF and Central electoral committee meetings
- Continue our collaboration with ISMO, as well as with the unions
- Keep the connection with SiN by striving to have one of the members of UiODoc in the board, disseminating information from SiN to our members and contributing to national level consultation statements

UiODoc will also try to increase its reach in some of the smaller Faculties and affiliated centers of UiO.

Despite the continuing pandemic, UiODoc plans to maintain a steady schedule of digital, and – when possible – physical events throughout 2022, with monthly PhD and Postdoc Breakfast Clubs, as well as other social events to support the PhDs and Postdocs emotional wellbeing through this hard period. All planned events are described in Section 6.

The active Board will continue to meet monthly and host an AGM at the end of the Board term. This is shortly discussed in Section 7. The Board also plans to create a survey and send it out to all PhDs and Postdocs, the objective of which is described in Section 8. A budget overview of the activities planned for 2022, is given in Section 9.

Table of Contents

EXECUTIVE SUMMARY	2
Board 2021-2022	6
Part I: Activities 2021	7
1 Strategic activities	7
1.1 Membership	7
1.1.1 Reaching out to new members	8
1.2 Identifying temporary staff representatives	8
1.2.1 Inter-Faculty event	9
1.3 University of Oslo	10
1.3.1 Meetings with the rectorate	10
1.3.2 The Research Committee	11
1.3.3 Forum for researcher education (FFF)	12
1.3.4 Central electoral committee (“Det Sentrale Valgstyret”)	12
1.3.5 Consultation statements at the University level	13
1.4 Other collaborations	13
1.4.1 International Staff Mobility Office (ISMO)	13
1.4.2 Unions	13
1.5 Stipendiatororganisasjonene i Norge (SiN)	14
1.5.1 SiN Board	14
1.5.2 Network for leaders of PhD and Postdoc organizations	15
2 Organized events	16
2.1 Events organized by UiODoc	17
2.1.1 PhD & Postdoc Breakfast Club (PPBC)	17
2.1.2 COVID-19 Panel discussion	18
2.1.3 Kappe Workshops	18
2.1.4 An introduction to writing EU grants	19
2.1.5 Meet & Greet the Unions	19
2.1.6 Mental health week	20
2.1.7 Norwegian Folk Dance	20
2.2 Events organized by UiODoc in collaboration with partners	20
2.2.1 From academia to business: how to pitch your skills	20
2.2.2 Pint of Science	21
2.3 Note on the impact of COVID-19	21
3 Meetings	22
3.1 Board meetings	22
3.2 Annual General Meetings	22
3.2.1 UiODoc Annual General Meeting	22
3.2.2 SiN Annual General Meeting	24
4 Financial statement	25
4.1 Income	25

4.2 Expenses	25
4.2.1 Operational expenses	25
4.2.2 Board compensation	26
4.3 Balance	27
Part II: Plans for 2022	28
5 Planned strategic activities	28
5.1 Membership	28
5.1.1 Reaching out to new members	28
5.1.2 Survey about well-being of temporary staff and policy shaping of the organization	28
5.2 Connecting with temporary staff representatives	29
5.3 University of Oslo	30
5.3.1 Meetings with the rectorate	30
5.3.2 Research Committee	30
5.3.3 Forum for researcher education (FFF)	31
5.3.4 Central electoral committee (“Det sentrale valgstyret”)	31
5.4 Other collaborations	31
5.4.1 International Staff Mobility Office (ISMO)	31
5.4.2 Unions	31
5.5 Stipendiatororganisasjonene i Norge (SiN)	32
5.5.1 SiN Board	32
5.5.2 Consultation statements at the national level	32
6 Planned events	33
6.1 Events planned by UiODoc	33
6.1.1. PhD and Postdoc Breakfast Club (PPBC)	33
6.1.2 Norwegian Folk Dance Social Event	34
6.1.3 Mental health week	34
7 Meetings	35
7.1 Monthly Board Meetings	35
7.2 Annual General Meeting	35
7.3 Transition meeting	35
8 Budget	36
8.1 Income	36
8.2 Tentative expenses	36
Appendices	37
Appendix A – UiODoc statutes	37
Appendix B – UiODoc contract with UiO	43

Board 2021-2022

At the annual general meeting (AGM) on September 14 2021, seven new members were elected, while three were a part of the previous board as well (Table 1). The three members that were reelected are: Christina Johannsen (President), Vipin Kumar (Representatives Officer) and Olga Zlygosteva (Treasurer). The latter two continued in their roles from the previous board while Christina Johannsen was elected President after contributing to the 2020-2021 board as a PR officer. The newly elected board members are: Roxana Pop (Secretary), Anna Piperskaya and Kristina Burum (Event Officer), Chinmayi Baramashetru and Adam Austin Rogers (PR Officer) and Elisabeth Josefine Lackner (Deputy). The Deputy position was created at the AGM with the objective of having a Norwegian speaking board member attending external meetings with bodies of UiO on behalf of UiODoc.

Table 1: Members and their positions and affiliation of the UiODoc Board 2021-2022.

Board Position	Name	Affiliation
President	Christina Johannsen	PhD candidate, Department of Biosciences
Secretary	Roxana Pop	PhD candidate, Department of Informatics
Deputy	Elisabeth Josefine Lackner	PhD candidate, Department of Education
Treasurer	Olga Zlygosteva	PhD Candidate, Department of Physics
Event Officers	Anna Piperskaya	PhD Candidate, Department of Mathematics
	Kristina Burum	PhD Candidate, Department of Special Needs Education
PR Officers	Chinmayi Baramashetru	PhD candidate, Department of Informatics
	Adam Austin Rogers	PhD candidate, Faculty of Dentistry
Representatives Officers	Vipin Kumar	Post-doctoral Fellow, Faculty of Medicine
	Paul Kobialka	PhD candidate, Department of Informatics

Part I: Activities 2021

1 Strategic activities

Following the AGM in 2021, the Board of 2021-2022 continued the aim to strengthen UiODoc's connections with temporary staff representatives (see Section 1.2) at the various faculties which was initiated in 2020. Furthermore, the board decided to focus on the following policies for the board year:

- Precarious employment / Employment conditions
- Career development
- Internationalization
- Psychosocial well-being
- University democracy

The goal by setting an agenda and/or specific policies to focus on was to increase efficiency of the strategic activities and long-term goals. This became especially helpful for the cooperation with temporary staff representatives and in organizing respective events. These aims were formulated in an effort to root UiODoc's activities more firmly in its constituency, which is large and diverse and has been challenged by a lack of cohesion and physical connectedness during the pandemic. The activities connected to these goals are described in Section 1.1 and in 5.1 (Planned activities).

1.1 Membership

UiODoc represents different categories of temporary employees. The most obvious ones are PhDs and Postdocs employed at UiO. In addition, PhDs enrolled at UiO but employed elsewhere are also represented by UiODoc, as well as researchers who are technically not Postdocs, but also employed on time-bound contracts. UiO currently employs more than 1000 PhD person-years and more than 500 postdoctoral person-years. The true number of represented persons will be higher because not all person-years will reflect full-time employees. In addition, UiO employs nearly 500 researchers on temporary contracts, and an additional group of doctoral candidates obtaining their degree from UiO who are not employed there¹. This brings the number of persons represented by UiODoc to well over 2000 temporary researchers, with diverse contracts, working conditions, physical locations and research environments. Understandably, this poses a challenge for UiODoc to be visible as an organization to all its members. For this reason,

¹ According to the national database for statistics on higher education, hosted by the Norwegian Center for Research Data (NSD), UiO had close to 3000 active PhD agreements in 2020. Part of this number might be explained by PhDs candidates who have finished their contracts but did not defend their dissertation, meaning that the actual number of active PhD students at UiO will be lower.

UiODoc employs several strategies to reach out to new members and stay connected with temporary staff in different positions and across different administrative units of UiO.

1.1.1 Reaching out to new members

A long established approach of UiODoc to advertise our activities and involve our members has been to present ourselves at introduction meetings and courses for new PhD students and Postdocs. UiODoc is regularly invited to present at the welcome breakfasts hosted by the International Staff Mobility Office for incoming international researchers (see Section 1.4.1). Since international researchers make up approximately half of UiODoc's membership basis, we are reasonably confident that these meetings, when held regularly, will make UiODoc visible to about half of our constituents.

Three of the largest Faculties (in descending order of number of PhDs enrolled) are the Faculty of Medicine, the Faculty of Mathematics and Natural Sciences, and the Faculty of Social Sciences. Together, these comprise more than 80% of UiODoc's PhD members and about 75% of Postdoc members. UiODoc has ongoing collaborations with each of these Faculties, whereby representatives of the Board are invited semesterly to present UiODoc at the compulsory introduction courses of the Faculties of Medicine (MF9010E) and Social Sciences (SV9103), and the events organized by UiODoc are disseminated in the PhD and Postdoc bulletin which is distributed weekly by the Faculty of Mathematics and Natural Sciences to all its PhDs and Postdocs. To boost participation and representation of members from the smaller Faculties as well, the UiODoc Board will be reaching out to relevant Faculty administrative staff to seek out opportunities for member engagement in the coming year (see Section 5.2).

1.2 Identifying temporary staff representatives

UiODoc appointed two Representatives officers in 2021 to maintain close contact with the representatives of (temporary) research staff across different administrative units in UiO. The goals of this were two-fold: to better our understanding of and ability to play into the idiosyncratic working conditions of our members in different Faculties and centers in particular; and to bring relevant knowledge about UiODoc's constituents to the attention of the representatives in general. On top of this, we aimed to make the existence and work of the representatives more visible to our members, and to facilitate a network for knowledge exchange and experience sharing between the representatives from different Faculties.

In the latter half of 2020, UiODoc started this work by setting up a general workflow to build an inventory of the contact details of current and active temporary staff representatives at the different administrative levels of UiO. This effort highlighted

differences in how accessible and up to date this information is across Faculties and departments.

Given the large number of representatives at smaller administrative units and the decisive position of Faculty Boards in the realization of UiO policies, we decided to focus our initial efforts on the main and deputy representatives of temporary research staff in the UiO Faculty Boards. This resulted in a database of seventeen people (sixteen representatives in Faculty Boards and one representative in a PhD programme council) representing all eight Faculties, which were contacted in early 2021.

In light of the intermediary role played by Faculty board representatives, we used informal meetings to examine the challenges they face regarding their relation to their constituents as well as the Faculty administration. More specifically we collected accounts of the experiences of representatives across Faculty Boards, which will highlight shared and specific bottlenecks in the current realization of UiO democracy. This process indicated how UiODoc, being at the intersection of many institutions across UiO, can provide a platform for all representatives to overcome these bottlenecks. This series of meetings lead to an inter-Faculty event towards the end of the Spring semester (see Section 1.2.1).

1.2.1 Inter-Faculty event

The main objective of this event was to bring together as many temporary staff representatives as possible to collectively examine how to best leverage the capabilities both their and UiODoc's institutional positions offer, with the explicit goal to improve the working conditions of PhDs and Postdocs. In particular we discussed which strategies representatives could adopt in their activities, how they could connect with our strategic activities, and how we can help each other to fulfill our common goals. The event centered around some of the main challenges faced by representatives and their constituents in their working conditions, as identified in previous meetings. We also examined possible avenues for the representatives to connect their work more systematically, and increase their visibility to PhDs and Postdocs – including what role UiODoc can play in this. This may be based on a variety of decentralized activities and communication channels, which will likely vary depending on the Faculty, but can also be rooted in UiODoc's existing events and PR programmes. Lastly, we used this meeting to evaluate the extent to which institutions and regulations encourage the effective engagement of temporary staff employees in the Faculty's decision-making process, and discussed how to establish working relations with key actors within the Faculty administration in order to promote the agency of representatives.

While the pandemic persisted, this meeting also provided an opportunity to exchange experiences with the specific problems that COVID-19 has caused in different corners of the University. Topics such as the gap between permanent and temporary staff, the very different situation across departments regarding extensions, and the distinct challenges faced by international staff were explored. Finally, this meeting outlined how UiODoc

should support representatives in their activities. Issues such as onboarding and the coordination of systemic issues across Faculties constituted possible starting points for this discussion. UiODoc could, for example, provide a supportive role in maintaining a communication platform and coordinating meetings, if so desired. It is our hope that this strategy will lead to a more or less continuous flow of communication between the Faculty representatives and the UiODoc Board, which can mutually benefit both parties and benefit the strategic activities of UiODoc on other levels (see Section 5.2). If the first round of meetings is successful, we will reach out to the (newly elected) representatives again in the Fall to continue the dialogue. We will actively seek the help of representatives in providing introductions to their successors, with the aim to provide some stability and continuity to the work of Representatives officers for the years to come. If successful, we would like to replicate this strategy and host individual and inter-Faculty meetings twice a year, or once a semester, to stay in touch with the diverse problems and processes concerning temporary staff across UiO.

1.3 University of Oslo

UiODoc re-initiated regular meetings with the rectorate and has a seat in several forums and committees at UiO where matters of interest to temporary research staff are discussed, in order to represent the interests of our constituents. These include the Research Committee, the forum for researcher education (FFF) and the central electoral committee.

1.3.1 Meetings with the rectorate

From 2018 to 2021 UiODoc was not in direct contact with the rectorate on topics of importance to PhDs and Postdocs. While the Research Committee is still the formal channel through which cases are brought up by UiODoc to the University Management, this body primarily brings together research deans from the Faculties and has many other topics on the agenda (see Section 1.3.2). Therefore, in 2021 UiODoc rekindled regular dialogue meetings with the UiO Management and Supporting Units to raise awareness of present issues and challenges of temporary research staff. Topics such as career development, internationalization, the psychosocial well-being of temporary researchers and the effects of the pandemic were brought up in order to explore the status quo and ongoing developments affecting temporary research staff at UiO in more depth, and to have a more open discussion on what can be done about them and how.

This relationship has been re-initiated in 2021 by inviting Rector Svein Stølen to a panel discussion on the consequences of COVID-19 for early career researchers (see Section 2.1.2). Furthermore, three meetings took place on 23 March, 1 June and 9 November 2021. The first meeting was used for a general introduction to UiODoc, our Board, ambitions and ways to collaborate. In the June meeting the topic of career development policies and how these affect PhDs and Postdocs was discussed while the November

meeting was about UiODoc's contact to temporary staff representatives at the various faculties and how this can be used for different policies. Another item on the agenda was the mental health of temporary staff.

1.3.2 The Research Committee

The Research Committee (changed name from Forum for Forskningsdekaner (FFD) to Forskningskomiteen in 2021) is an advisory body of the University with a focus on research and strategy. The forum meets approximately once a month and all Faculties and Museums are represented, in addition to the University management and UiODoc. Meetings are held in Norwegian.

Before the AGM in 2021, Michael Goul Larsen (Secretary) and Erling Hagen Agøy (Event officer) were the representatives in the meetings. Following the AGM, Elisabeth Josefine Lackner (Deputy) and Anna Piterskaya (Event Officer) took over as UiODoc representatives in the meetings. There were ten meetings in total in 2021, mainly digital with two exceptions in the fall where the meetings were held physically. The agendas and minutes of these meetings are published on the Research committee [website](#). UiODoc has given input on several issues in the committee, for instance on the recruitment plans and the revision of the portfolio plans of the Research council. Also, the need for universal extensions for PhD candidates as a result of the COVID-19 pandemic has been put forward in the Research Committee, the need for loosening of regulations on the possibilities to attend PhD-courses at other faculties and opportunities and challenges of hybrid PhD defenses and trial lectures in the future.

In 2019, the Research Committee established a working group to explore and set up career development options for early career researchers at UiO. Vladimir Levchenko (Board 2018-2019) was appointed as representative on behalf of the PhD community and UiODoc. The results of this working group were published late 2019 in the report, 'Career support for researchers in early career stages: a comprehensive and systematic approach' ("Karrierestøtte til forskere i tidlige karrierestadier: En helhetlig og systematisk tilnærming") and submitted for consultation to the units of UiO and UiODoc. UiODoc provided input on this report. The consultation is published on our [website](#) and or in Section 1.3.5. In the November meeting in 2021 a status of this plan was presented in the Research Committee. UiODoc welcomed the plan and the fact that more activities on faculty-level were provided to inform PhD and Postdocs on career opportunities. Yet, input was given that the implementations of the strategy could be evaluated and measured in a more systematic way. This would secure access of PhDs and Postdocs to career activities on faculty-level, since our impression was that this is very heterogeneously dealt with at the different faculties.

1.3.3 Forum for researcher education (FFF)

The forum for researcher education (“Forum for Forskerutdanning”) is an arena for coordination and exchange of experience for the administration of researcher education at UiO. The forum convenes about once a month and brings together representatives of all the Faculties as well as the University management and support units. The meetings are held in Norwegian, although topics may exceptionally be discussed in English. Most of the meetings in 2021 were held digitally. The agendas and minutes of these meetings are published on the FFF [website](#). Before the AGM, Margret Veltman (President) was the contact point for FFF meetings, after the AGM Elisabeth Josefine Lackner (Deputy) was the contact point.

Given the administrative nature of many topics discussed at the FFF, UiODoc only attends whenever topics of special interest for our members are discussed.

1.3.4 Central electoral committee (“Det Sentrale Valgstyret”)

The central electoral committee oversees the nomination and election process for positions in the central University Board, which is the highest decision-making body at UiO. The committee’s working language is Norwegian and most work is carried out in the Spring semester, when the central elections are scheduled. UiODoc is in charge of appointing two representatives for temporary staff in the central electoral committee at UiO. Before the AGM, Michael Goul Larsen (Secretary) and Erling Hagen Agøy (Events officer) acted as representatives. After the AGM, Elisabeth Josefine Lackner (Deputy) and Anna Piterskaya (Event Officer) were the representatives. Due to the pandemic, no meeting has been held.

Attracting candidates and voting for the University Board is important, because this is where the strategy for education and academic development at UiO are drawn up. The University Board will have, in addition to representatives from permanent Faculty, technical and administrative staff and students, one main representative for temporary staff as well as two deputies who represent PhDs and Postdocs. In addition to acting on behalf of our members at the central electoral committee meetings, UiODoc therefore also strives to promote general awareness of the elections and how to run and vote for candidates, by providing information in English and calling for nominations among our members.

UiODoc has asked for more information on how the voting regulations control for the great variance in size of the faculties. Since staff tends to vote for candidates from their own faculty it is often difficult for candidates from small faculties to compete with candidates from large faculties. This issue will be discussed further in the election committee.

1.3.5 Consultation statements at the University level

Besides regular participation in strategic meetings in the UiO context, the UiODoc Board is also involved in reviewing and providing comments on proposed policy documents. In 2021, UiODoc participated in seven different consultation statements:

- May 2021: [Strategy for researcher recruitment and career development](#)
- June 2021: [Proposal for change of self-payment in higher education](#)
- August 2021: [Long term plan for research and higher education](#)
- September 2021: [Changes in the UH law](#)
- October 2021: [The Research Council's plan for recruitment](#)
- November 2021: [Mapping for standards of career support](#)
- November 2021: [Proposal for changes in the study- and exam regulations](#)

1.4 Other collaborations

1.4.1 International Staff Mobility Office (ISMO)

Approximately 50% of PhDs and Postdocs represented by UiODoc are international. As such, an important strategic area for UiODoc is how to welcome and promote the well-being of international PhDs and Postdocs at UiO. In this regard, the International Staff Mobility Office, the central unit that “supports incoming international staff, PhD candidates, guest researchers and their families with relocation to UiO”, is an important partner of UiODoc in various activities.

In order to promote awareness of UiODoc and its core activities among newcomers from abroad, UiODoc gives short presentations at the regular “information and welcome meetings for new international researchers” hosted by the International Staff Mobility Office, which are held several times a year. In 2021, UiODoc was able to meet and introduce the organization to new international employees on 5 February, 11 May and 23 September. Due to the measures of the pandemic, these events were held online. UiODoc will also continue to collaborate with ISMO on important topics such as Norwegian language training, onboarding and information provision for new employees.

1.4.2 Unions

UiODoc maintains regular contact with unions that are relevant for PhDs and Postdocs and considers it one of its core duties to promote awareness of the importance of unionizing for ensuring fair and competitive working conditions and collective salary agreements. Throughout 2021, UiODoc has maintained dialogue with the unions on important topics affecting working conditions, such as the pay gap resulting from a raise in salary for new hires and research delays caused by the pandemic. One notable outcome of this has been the organization of a panel discussion on the effects of COVID-19 for early career researchers in the beginning of 2021 and a Meet & Greet with

all UiO unions in September 2021. Further details on this can be found in Section 2.1.5 Organized events.

1.5 Stipendiatororganisasjonene i Norge (SiN)

The Association of Doctoral Organizations in Norway, or “Stipendiatororganisasjonene i Norge” (SiN), is the national umbrella organization for PhD and Postdoc interest organizations in Norway. SiN is a voluntary and independent association and not affiliated with any union. It provides a network for its member organizations and works to promote the collective interests of temporary research staff nationwide by uniting them and giving them a voice in national policy developments concerning research and higher education.

SiN consists of a Board that is elected from nominations put forward by member organizations at its Annual General Meeting (AGM). Since the Board members are scattered throughout the country, the organization is not bound to a specific place or city. The daily operation of the Board therefore mainly occurs via email and video conferencing, although meetings in person are arranged occasionally to strengthen the Board's cooperation. Since 2021 was still mostly characterized by the COVID-19 pandemic, no in-person meetings were arranged, apart from the AGM in Bergen.

SiN places special emphasis on the quality of the research environment and training of PhDs and Postdocs, with a view on their working conditions, well-being and career prospects. In addition to addressing challenges surrounding research and education policy, SiN facilitates information exchange between its member organizations, supports local activities and initiatives, and promotes the establishment and work of doctoral organizations all over Norway. SiN is also a member of the European Council of Doctoral Candidates and Junior Researchers (EuroDoc), which represents 26 countries and aims to promote the interests of temporary early career researchers at the European level.

1.5.1 SiN Board

UiODoc is among the ten local organizations that are represented in the daily Board of SiN. From the beginning of 2021 until September, UiODoc was represented by Margret Veltman as both UiODoc and SiN Board member, after that Christina Johannsen represented UiODoc. On 27 November 2021, UiBdoc hosted the SiN AGM at the University of Bergen and Anna Piterskaya from the UiODoc Board (Event Officer) was elected into the SiN Board as Event Officer. Throughout 2021, SiN held five regular Board meetings, and two quarterly meetings with the presidents of all its member organizations, all of these were conducted online.

1.5.2 Network for leaders of PhD and Postdoc organizations

The growing number of PhD organizations in Norway has made it infeasible to guarantee representation of each of them in the SiN Board through personal election. The SiN Board consists of a maximum of nine members. Currently, SiN has ten member organizations. Each of these may supply multiple delegates and/or observers to the SiN AGM, and send in nominations.

To ensure sufficient communication with those member organizations that are not represented in the Board, SiN has decided to host quarterly meetings, in addition to the monthly Board meetings, specifically for the presidents of member organizations to exchange information, start new collaborations and discuss plans for influencing policy issues on the national level. The first of these quarterly meetings took place on 28 February 2021. In addition, a slack channel has been set up with all member organizations and newsletters will be sent out following each quarterly meeting to all member organizations of SiN. This will ensure continuity of UiODoc's connection with SiN, even if there is no representative from UiODoc in the SiN Board.

2 Organized events

In the past year, UiODoc was involved in 19 events, of which 17 were organized by UiODoc itself and two co-organized. Nine events were held as part of the PhD and Postdoc Breakfast Club (PPBC) series, further eight events were held as non-PPBC events and two events were affiliated with UiODoc. Of these events, eight were held in person and the remaining online. The events were advertised online through our social media channels (Facebook, Instagram, and Twitter) as well as through our newsletter and website. Most of the events focused on academic career development and the unique challenges faced by early career researchers. The number of sign-ups for our events varied according to the time of the year and the intensity of activity at the University, but was between 18 and 124. While one event, a PPBC about intercultural communication had an exceptionally low turn-out with just 18 participants, the average sign up count is 48 participants. In total, we obtained 791 sign-ups of which 42 % were affiliated with the Faculty of Mathematics and Natural Sciences, 17 % with the Faculty of Medicine and 12 % with the Faculty of Social Sciences, summing up to 72 %. The weakest sign-up rate was achieved for members from the Faculty of Theology, with just 9 sign-ups or 1 %, respectively.

Our events over the past year presented here are divided into two groups: firstly, the events organized solely by UiODoc, and secondly, those organized in collaboration with partners. In normal years, UiODoc strives to offer a mix of social and career-oriented activities. Obviously, the pandemic heavily affected the type of events UiODoc was able to organize. Hence, the list below is only partially reflective of UiODoc's mission, and we hope to be able to organize more social events again in the future. A note on the impact of COVID-19 is attached at the end, in Section 2.3.

The events organized independently by UiODoc were:

1. *PhD and Postdoc Breakfast Club*: a series of morning seminars on different career and academic topics relevant for PhD candidates and Postdocs. The topics for 2021 are given in Section 2.1.1.
2. *Panel discussion*: Important stakeholders like the rector were invited to a discussion about the impact of COVID-19 on early career researchers. More details in Section 2.1.2.
3. *Kappe Workshops*: Half-day events held thrice in 2021, where invited speakers help participants with writing a Kappe for their article-based dissertation. Further information in Section 2.1.3.
4. *EU Grants*: an interactive session hosted by the university's EU Office about relevant research grants and how to apply for them. More information in Section 2.1.4.

5. *Meet & Greet the Unions*: an interactive session to introduce temporary staff to the UiO unions Akademikerne, Forskerforbundet and NTL. Details are provided in Section 2.1.5.
6. *Mental health week*: a series of talks addressing common mental health problems faced by PhDs and Postdocs, providing space for sharing and reflecting on personal experiences. Details are in Section 2.1.6.
7. *Norwegian folk dance*: A social event combining lots of fun and Norwegian culture. More details provided in Section 2.1.7.

The events co-organized by UiODoc in collaboration with partners were:

1. *How to pitch your skills*: With Boston Consulting Group (BCG). A continuation of a long-standing collaboration, where BCG provides speakers to talk about relevant career development topics. Further information in Section 2.2.1.
2. *Pint of Science*: UiODoc sponsored the Pint of Science festival in 2021 which enables discussions between scientists and the public about latest research in a setting of bars, pubs and cafes, more in Section 2.2.2.

2.1 Events organized by UiODoc

2.1.1 PhD & Postdoc Breakfast Club (PPBC)

Date & Time: (Usually) last Thursday of the month, 9 - 10:00

Place: Scene HumSam / Zoom

The PhD and Postdoc Breakfast Club is a series of breakfast seminars that offers PhD candidates a social meeting place in addition to academic and non-academic training. It was initiated in 2018 by the Faculty of Mathematics and Natural Sciences (MatNat) in collaboration with UiODoc, especially for MatNat PhD candidates. In 2019, UiODoc took full responsibility for this line of monthly breakfast seminars, making them available to a larger audience, catering to all PhD candidates as well as Postdocs at UiO. To highlight this broadening of the target group, the series was renamed “PhD and Postdoc Breakfast Club”, or short PPBC.

The following topics were presented at the PPBC seminar series in 2021:

1. Digital scholarship (by Mathew Good, January 29, Zoom, 38 Sign-ups)
2. Giving and receiving feedback (by Koyote Millar, February 25, Zoom, 104 Sign-ups)
3. Intercultural communication (by Sølvi Haavik, March 25, Zoom, 28 Sign-ups)
4. Years not lost (by Philipp Gramlich, April 22, Zoom, 56 Sign-ups)
5. Writing Grant proposals (by Folmer Bokma, May 27, Zoom, 25 Sign-ups)
6. Science Communication (by Katharina Vestre, June 24, Zoom, 63 Sign-ups)
7. Imposter Syndrome (by Hugo de Boer, September 30, Georg Sverdrups hus, 58 Sign-ups)

8. Intercultural communication (by Sølvi Haavik , October 29, Georg Sverdrups hus, 18 Sign-ups)
9. Figure, Maps and datasets (by Heidi Sjurson Konestabo, November 26, Georg Sverdrups hus, 41 Sign-ups)

While traditionally the venue for PPBC has been HumSam-biblioteket, all of the events last year, except for the last three, were held on Zoom. The number of sign-ups ranged from just under 20 for the event “Intercultural communication” to 104 for the topic “Giving and receiving feedback”. We can generally rely on having around 30-40 participants, while particularly popular events may attract twice as many participants. Most of the participants were PhD students from the Mathematics and Natural Science and Medicine Faculties followed by the Social Sciences and Humanities Faculties, but we also observed participants from different affiliations across UiO. We continue our effort to make our PPBC as attractive as possible for all faculties to gain a more diverse audience. Since the last three PPBC could be held in person, it was finally possible again to serve coffee and breakfast.

2.1.2 COVID-19 Panel discussion

Date & Time: 27 January 2021, 12-13:30

Place: Zoom

Sign-ups: 124

UiODoc invited Rector Svein Stølen (UiO), Union representative Cecilie Wingerei Lilleheil (ForskerForbundet), Leader of the Young Academy Ingrid Lossius Falkum (Akademiet for Yngre Forskere) and student counselor Linda Therese Sørensen Westgaard (ForVei) to a panel discussion about the impact of the COVID-19 pandemic on early career researchers. This panel discussion was an attempt to open up a UiO-wide conversation that will enable influential voices in the university research environment to share their experience and perspectives on this situation. Specifically, we focused on:

- How does COVID-19 affect early career researchers?
- What are the institutions doing to mitigate the impact?
- What are foreseeable difficulties in the implementation of such measures?

The panel discussion started off with an introductory statement by every participant followed by a round table discussion led by a skilled moderator. In the end the floor was opened to the audience to ask questions and discuss those.

2.1.3 Kappe Workshops

Date & Time: 19 February, 5 & 13 March 2021, 9 - 12:00

Place: Zoom

Sign-ups: 36

Due to popular demand and after a pause of about two years, UiODoc hosted a series of workshops on how to write a so-called *kappe*: the introductory chapter for an article-based thesis at the University of Oslo. For these sessions David Burke from David Burke Concepts was invited. As this event needed to be organized digitally on Zoom, only ten participants were able to be accommodated per session to ensure adequate feedback from the instructor. This resulted in a total number of thirty attendees. Based on previous experience, we expect that these workshops are popular, and in that case, we are ready to host two or three of them each semester. In previous events, participants attended from across all UiO Faculties, with a slight predominance of PhD candidates from the science Faculties. The participants in these workshops will have the opportunity to discuss their *kappe* structure and contents with an expert.

2.1.4 An introduction to writing EU grants

Date & Time: 19 May 2021, 13 - 14:00

Place: Zoom

Sign-ups: 53

Writing grant applications is a key skill for researchers across career stages. Of the many different grants that UiO PhD candidates and Postdocs may consider applying for, EU grants are among the most relevant. In this introduction, for which UiO's EU office was invited as a speaker, our aim was to let our members know what the relevant EU grants – primarily Marie Skłodowska-Curie Actions and European Research Council grants – are and what it takes to apply for them. Given the importance of grant writing for successful academic careers, we expected this to be a particularly popular topic among our members.

2.1.5 Meet & Greet the Unions

Date & Time: 22 September 2021, 13 - 14:00

Place: Farmasibygningen, Auditorium 2

Sign-ups: 41

The welfare and working environment of PhD candidates and Postdocs at UiO is one of UiODoc's key responsibilities. However, UiODoc has limited resources to deal with the concrete work issues of our constituents, so instead we see collaboration with labor unions as a way of performing this function. We have been in touch with the three most relevant unions for our members (striving to not give preference to any one): Akademikerne, Forskerforbundet and Norsk tjenestemannslag (NTL). We organized a meeting between union representatives and our members, where the three unions had a chance to introduce themselves and our members got the opportunity to ask questions to the union representatives. Since this event was successful, we would like to host more similar events in the future to ensure continuity for new members to be informed about labor unions in Norway.

2.1.6 Mental health week

Date & Time: 12 October 2021, 10 - 11:00

Place: Georg Sverdrup Hus, Undervisningsrom 1

Sign-ups: 23

The mental health event was in regards to the Mental Health Week at UiO which is an annual event series surrounding World Mental Health Day on October 10th. Its objective is to raise awareness of mental health issues around the world and mobilize efforts in support of it. In light of this, UiODoc hosted an event inviting Ingvild Mageli, a PhD in economics, to give a talk about PhD struggles. Her talk was titled "Especially independent" and touched on the psychosocial well-being aspects of temporary employment. After the talk UiODoc created a safe space for participants to talk about their struggles, where to find mental health advice and help and provided resources. We want to emphasize the clear demand for information and exchange surrounding mental health, which became especially evident during the interactive parts of the seminar.

2.1.7 Norwegian Folk Dance

Date & Time: 16 December 2021, 17:30 - 22:00

Place: Nils Henrik Abels hus, Abels utsikt

Sign-ups: 44

UiODoc's last event in the previous years was a quiz for Postdocs and PhDs about Christmas traditions in Norway and popular music and culture. Therefore, we wanted to mix it up a little and organized a Norwegian Folk Dance event followed by dinner. For that we invited the Norwegian Folk Museum Dance Group to give a special performance of Norwegian Folk Dance and an introductory session to simple dancing steps. Unfortunately, in the beginning of December the omicron variant started to spread and infection control measures were set into place so that we had to postpone the event to 2022.

2.2 Events organized by UiODoc in collaboration with partners

2.2.1 From academia to business: how to pitch your skills

Partner: Boston Consulting Group (BCG)

Date & Time: 25 March 2021, 17 -18:00

Place: Zoom

Sign-ups: 46

UiODoc has had a long-term collaboration with Boston Consulting Group, which resulted in several events for our constituents by speakers from BCG over the past years. In this

particular event, the participants learned about the vital importance of being able to pitch their skills, with a focus on the private business sector.

2.2.2 Pint of Science

Partner: Women Researchers in Informatics (WRI)

Date & Time: 19 May 2021, 18:00 - 21 May 2021, 22:00

Place: Zoom

Pint of Science is a non-profit organization, run by volunteers and was established by a community of postgraduate and postdoctoral researchers in 2012. In 2021 UiODoc decided to become a sponsor of the Pint of Science festival which aims to deliver interesting and relevant talks on the latest scientific research in an accessible format. While these events are normally hosted in bars, pubs, cafes and other public places, due to COVID-19 measures in spring of 2021 the festival was held online on zoom. Pint of Science provides a platform for discussions of research between scientists and the Norwegian community without requiring previous knowledge.

2.3 Note on the impact of COVID-19

The global pandemic had its impact on UiODoc's activities in 2021, just as it did on the University as a whole and on Norwegian society. Over time, our Board members became more competent at hosting events on Zoom as an alternative to physical meet-ups, just as our speakers also adapted to this new reality. We continuously tried to organize events in person whenever possible but due to unforeseeable variant spreads we had to be flexible to turn our events online when needed. Unfortunately, one event (Norwegian Folk Dance) had to be postponed fully due to the rising of the omicron variant. In addition to the organization of the events themselves, the pandemic had an impact on how we advertised for them. While previously posters placed around UiO's campuses were a key part of our advertisement strategy, in the time of home office we were forced to limit our event dissemination to online mediums. We still managed to recruit a good number of participants to our events, which we think reflects the general need for interaction, personal development and distraction during this time. However, we cannot exclude the possibility that we could have attracted more members and potential attendees had the campuses been open more and more events hosted in person. We also believe that a certain "zoom fatigue" beyond our members impacted the participation of some of the events held online, while early inperson events (such as the mental health event in October) might have been impacted by people being socially scared.

3 Meetings

3.1 Board meetings

Regular Board meetings were held once a month on the following dates: 12 January, 23 February, 8 March, 12 April, 10 May, 7 June, 5 July, 9 August, 23 September, 5 October, 9 November and 7 December. In addition, a transition meeting involving both the old (2020-2021) and new (2021-2022) Board was held on 28 September.

Meetings lasted on average 2 hours. The Board meetings mostly served to make collective decisions and coordinate activities, as well as to report on the various topics discussed in other meetings where UiODoc is represented (such as the Research Committee, Forum for research education, Central electoral committee and SiN). In more detail, time was allotted each month to discuss events planning and evaluations, meetings with various units within UiO, as well as external enquiries and concerns raised by our members. In addition, time was spent on preparing strategic activities concerning policies of importance for UiODoc's members, such as mental health, teaching duty issues and other employment conditions – not least of which the pandemic.

3.2 Annual General Meetings

3.2.1 UiODoc Annual General Meeting

Date: 14 September 2021

Time: 17:00-19:30

Place: Sophus Bugges hus, auditorium 1 / Zoom

Despite the pandemic, UiODoc was able to host its Annual General Meeting (AGM) in a hybrid format, gathering participants from across UiO in a spacious auditorium and a small number on zoom. As is customary during these events, the Board of 2020 gave a general introduction of UiODoc and presented its past activities through the annual report and financial statement. Proposed changes to the statutes were approved and a new UiODoc Board elected, with a record number of candidates elected to ten positions. Following the election, there was an open discussion about the effects of the pandemic and the ability to put forward other concerns related to working conditions. The meeting closed at 19:00, after which participants mingled with food and drinks at an appropriate distance. Details of the meeting are provided below.

[Agenda and minutes of the UiODoc AGM 2021](#)

Present: UiODoc Board (most members physically, the Secretary on Zoom)

Time	Activites
16:30	Registration of participants
17:00	<ul style="list-style-type: none">● Opening of the meeting● Presentation of UiODoc (17:05)● Approval of the agenda: <i>approved</i>
17:15	<ul style="list-style-type: none">● Presentation of the annual report: <i>approved</i>● Presentation of financial report and budget● Executive summary
17:30	Presentation and approval of proposed changes in statutes <ul style="list-style-type: none">● Statutes - meeting: <i>approved</i>● Statutes - removal of sin liaison officer: <i>approved</i>● Statutes: <i>approved</i>
17:45	Election of the board 2021-2022 <ul style="list-style-type: none">● Election of vote counters: <i>approved</i>● Presentation of UiODoc board roles and tasks● Nomination and election of candidates for each role<ul style="list-style-type: none">○ President elected - Christina Johannsen○ Secretary - Roxanna Pop○ Treasurer - Olga Zlygosteva○ Events Officers<ul style="list-style-type: none">■ elected Anna Piterskaya, Kristina Burum■ other candidates: Nhat Strøm Andersen, Juliane Paesler, Daria Kotova○ PR Officers - Chinmayi Baramashetru, Adam Rogers○ Deputy<ul style="list-style-type: none">■ elected Elisabeth Josefine Lackner■ other candidates Daria Kotova, Juliane Paesler○ Representatives officer - Vipin Kumar, Paul Kobialka
18:30	Open discussion. Topics: <ul style="list-style-type: none">● Interdisciplinarity (in practice vs. on paper)● Career development● Lack of job security
19:30	Closing of the meeting

3.2.2 SiN Annual General Meeting

Date: 27 November 2021

Time: 09:00 -17:00

Place: University of Bergen, Realfagbygget, Auditorium 5

The SiN AGM is hosted by a different member organization each year. At the 2020 AGM in Oslo, it was decided that UiBdoc would host the 2021 AGM. Christina Johannsen (President) and Kristina Burum acted as delegates for UiODoc. The programme lasted all day and was attended by delegates from all member organizations. In the morning, approval of new member organizations, the annual report and changes in the statutes were discussed. In the afternoon, the election of the new board took place, as well as the election of the advisory board. The meeting was closed after a discussion about several issues concerning temporary staff. The programme and reimbursement for travel and accommodation were facilitated by SiN, whereas the venue and catering were taken care of by UiBdoc. More about the AGM and the election of the SiN Board can be found on their [website](#).

4 Financial statement

According to the contract that UiODoc has with the University of Oslo, UiODoc receives an annual budget of 250 000 NOK to be spent on operations and Board compensation. A maximum of 40% (100 000 NOK) is to be distributed among the Board members as compensation for their duties during the Board year. The remaining 60% is spent on goods and services purchased to keep UiODoc running. The calculations can be seen in Tables 2-4, while Table 5 shows the overall balance for 2021.

4.1 Income

UiODoc had a budget surplus in the year 2020 of 199 575 NOK that was transferred to the budget of 2021. This income was added to the annual budget UiODoc receives from UiO, see Table 2.

Table 2: Calculations for the income of 2021.

Description	Amount (NOK)
Transferred from year 2020	199 575
Income from allocation of funds, divided by 12 and paid each month	263 000
Total income 2021	462 575

4.2 Expenses

UiODoc's expenses consist of operational expenses and Board compensation. Board compensation is 40% of the annual allowance. This amounts to ~100 000 NOK per annum (before tax) and includes employer's tax, vacation pay and pension fees. The compensation is subject to income tax. The remaining allowance, in addition to any transferred budget from the previous year, are for the operational costs of running UiODoc. The costs for Board compensation can be seen in Table 3.

4.2.1 Operational expenses

In spring 2021, the continuing COVID-19 regulations led to limitations on organizing physical events. Most events were held online which meant that catering expenses were low. After the summer, several events were conducted physically in-between infection

control measures. The major expenses for 2021 were payments of speaker honorariums, the UiODoc AGM and the Board transition meeting, see Table 3.

Table 3: Calculations for the expenses of 2021.

Description	Amount (NOK)
Organization of courses and events	24 434.81
Catering service for events/board meetings	40 553.68
Other Board costs (Transition dinner, AGM, etc.)	8 447.50
Expenses in regards to SiN	9 258.80
Other	750.00
Total expenses 2021	141 154.62

4.2.2 Board compensation

Board compensation for the period January – June 2021 (Board 2020-2021) was paid in 2021 (Table 4). Board compensation for the period July to December 2021 (Board 2021-2022) will be paid in 2022; therefore, only an estimate is provided, see Table 4.

Table 4: Calculations for the Board compensation for 2020&21.

Board compensation	Amount (NOK)
Board compensation January-June 2020 (incl. fees, vacation pay, employer's tax and pension)	66 157.33
Total Board compensation paid in 2021	66 157.33
Estimation of Board compensation to be paid in January 2022	
Board compensation July-December 2020 (incl. fees, vacation pay, employer's tax and pension)	42 950.00
Total Board compensation for 2021	109 107.33

4.3 Balance

Below in Table 5 is an overview of the balance after subtracting expenses from the income. The money that was not spent during the year 2021, will be transferred to the budget for 2022 and sums up to 270 143 NOK.

Table 5: Calculations for the balance of 2021.

Description	Amount (NOK)
Income	462 575.00
Expenses	141 154.62
Board compensation 2021 (incl. compensation for July-December - payment in January 2022)	109 107.33
Balance	270 142.88

Part II: Plans for 2022

5 Planned strategic activities

5.1 Membership

5.1.1 Reaching out to new members

Given inherent discrepancies between Faculties in their numbers of PhD and Postdoc enrolment, the way that researcher education is organized, and the social programmes that they offer, UiODoc's PR strategy will necessarily have to adapt to these diverse working environments to make sure we reach all our members. We therefore aim to work together with the staff responsible for researcher education, in order to map the opportunities that exist across different Faculties for meeting new PhDs and Postdocs.

These opportunities include:

- 1) presenting UiODoc at compulsory introduction courses, PhD days and welcome events
- 2) establishing or starting collaborations with any existing local PhD associations
- 3) contributing to a welcome booklet for new hires
- 4) connecting with the Faculties' and departments' promotion channels through newsletters and social media.

At minimum, UiODoc will continue to present at the welcome breakfasts for international researchers organized by ISMO throughout the year, and the introductory PhD courses offered by the Faculties of Social Sciences and Medicine, connect to relevant stakeholders on social media, and establish an inventory of opportunities to connect to new members. Time permitting, we will also turn other opportunities into action by reaching out to local associations, events coordinators, course organizers and HR departments, although this will likely be a long-term endeavor.

5.1.2 Survey about well-being of temporary staff and policy shaping of the organization

Until now, the UiODoc board received input from their members through ad-hoc methods, directly or indirectly. Direct input was received through means such as queries by email or informal chats during events that were organized by UiODoc. The indirect input came through meetings with various bodies within UiO, such as the meetings with temporary staff representatives.

For 2022, the UiODoc Board decided to implement a systemic approach for policy making within UiO. In order to ensure continuity between different Boards, it would be beneficial to set annual agendas for a generic policy planning. This strategy could secure

improved results for specific long-term goals of the organization. Due to the fact that the normal tenure of a Board Member is one year, continuity in policy making is not given to begin with. Therefore, setting and prioritizing policy goals could ensure better continuity. For this, the Board has the incentive to evaluate which policies are most valuable to our members and how the status quo is (especially after the pandemic). The plan is to create a survey to determine the well-being of temporary staff at UiO, as well as their input on our policy strategies and focus. UiODoc could outsource the conduction of this survey to secure the best possible outcome of the survey. This information will be beneficial to the newly elected Board of 2023 and hopefully propel the work on long-term plans of the organization.

5.2 Connecting with temporary staff representatives

In the course of 2022, we wish to consolidate the connections of UiODoc with representatives at the faculty level in order to faithfully reflect the diversity of PhDs and Postdocs across UiO. To this end, we will use the contact list created in 2021 to *initiate a first round of meetings with the main temporary staff representatives* of all eight Faculty Boards, in order to examine how best to realize an effective working relationship with them.

Temporary staff representatives at the faculty level hold an intermediary position between the body of PhDs and Postdocs employed at the faculty and the administration managing the faculty. This implies two sides to a representative's position that require dedicated approaches to ensure the effective promotion of the interests of PhDs and Postdocs within the faculty's decision-making bodies.

One important goal of these meetings is to identify emerging issues at the different faculties and elaborate corresponding strategies with representatives. The hope is to evaluate the extent to which UiODoc's own agenda can be actualised to reflect these faculty-specific issues. In doing so UiODoc may be in a better position to faithfully represent the priorities of PhDs and Postdocs as a whole.

At a more practical level these meetings will also serve the purpose of examining the agency of representatives at their respective faculties. More specifically we wish to explore ways to promote their capabilities as the voice for PhDs and Postdocs at the faculty level. This could be achieved by sharing some of the experiences we could gather from other faculties or by examining the possibilities of alliances with other stakeholders such as the permanent academic staff representative.

Another benefit we wish to get from these meetings is to collect objective elements to support the various items of the policy agenda set by UiODoc. These more concrete illustrations of our policy priorities would strengthen the credibility and impact of these policy items when raised at the various institutional hearings UiODoc is invited to contribute to.

5.3 University of Oslo

In 2022, we plan to uphold, strengthen and expand our representation of PhDs and Postdocs at various levels of the University administration, by leveraging our seat in existing forums and forging new connections with other units within the administration. As described above, representation is a collaborative endeavor and we will therefore source from our experiences and contacts with the people we represent and the other temporary staff representatives on the Faculty and University Boards, in order to bring the most relevant cases forward in our engagement with the administration.

5.3.1 Meetings with the rectorate

After successfully reinitiating the relationship between UiODoc and the UiO Management and Support Units, we plan to uphold this throughout 2022. We aim to meet at least once per semester while quarterly meetings would be preferable. These opportunities will be used to raise awareness to present matters especially within psycho-social well being, career development and internationalization of temporary staff. At the end of 2021, a raise of voices reached UiODoc reporting about different issues in teaching duties. Our members complained about a discrepancy between the theoretical workload of their teaching duty and the actual practical outcome. After a short investigation, it appeared that teaching duty is dealt with vastly heterogeneously across the faculties. Starting from assessing time appointed to teaching duty to accessibility of pedagogical courses. In 2022, it is our aim to address this topic with the UiO Management, favorably to stakeholders dedicated to teaching matters. Since 2021 was still characterized by the COVID-19 pandemic, we will continue to hold discussions about the handling of the impact on temporary staff.

5.3.2 Research Committee

We will continue to frequently attend the Research Committee meetings and actively bring forward cases brought to our attention through communication with our members and other representatives of temporary staff. From the outbreak of the pandemic in 2020, the need for universal extensions for PhD candidates has been a pressing case that has been put forward in the Research Committee. In 2021, Board members of UiODoc have also taken initiative to develop a policy document in order to secure continuity in the political affairs of the organization. In the future, UiODoc can build on this - or similar - documents in order to have an overview and long term plans on the political cases the organization is working on and put forward in dialogue with the Research Committee, dialogue with the Rectorate etc.

5.3.3 Forum for researcher education (FFF)

UiODoc is formally invited to the meetings in the FFF, yet the issues on the FFF agenda are often of a more administrative nature and therefore the attendance of UiODoc in the meetings is not always necessary. To make sure that our connection to the FFF remains stable, it is still important that UiODoc is invited to the meetings and has access to the agendas.

5.3.4 Central electoral committee (“Det sentrale valgstyret”)

While the objective of the Central electoral committee is rather technical in nature, we foresee an important strategic opportunity in providing better and more tailored information about the elections to our members.

5.4 Other collaborations

UiODoc plans to continue and develop the collaborations described in Section 1.4 throughout 2022. UiODoc will also be on the look for new opportunities and collaborators to fulfill its strategic goals.

5.4.1 International Staff Mobility Office (ISMO)

The ISMO welcome breakfasts will remain an important venue to reach out to our new international members, as in previous years. UiODoc also wishes to collaborate with ISMO on improving the dissemination of important information in English. Researchers on fixed-term contracts are often under high work pressure and might only reside in Norway temporarily, limiting their opportunities to become fully fluent in Norwegian during the time of their stay at UiO. UiODoc is therefore keenly aware that their full engagement in the workplace will depend on the availability and accessibility of English information as well as discussion spaces.

5.4.2 Unions

Unions are important allies for UiODoc in our strategic work, since they promote the interests and well-being of certain groups of employees that overlap with UiODoc’s membership. For researchers at UiO, there are several [unions](#) to choose from, represented by four umbrella organizations. Three of these (Akademikerne, Forskerforbundet and NTL) represent substantial numbers of PhDs and Postdocs at UiO. UiODoc will strive to meet with each of these unions at least once per semester in informal dialogue on what issues that are in the interest of PhDs and Postdocs they can work on together.

5.5 Stipendiatorganisasjonene i Norge (SiN)

5.5.1 SiN Board

UiO remains one of the largest employers of PhDs and Postdocs in Norway, and thereby UiODoc represents a sizable percentage of the total PhD and Postdoc population represented nationally by SiN. UiODoc will therefore strive to keep at least one of its members active within the SiN Board and remain a leading presence in the inter-association network of member organizations, in order to promote effective and equal representation of PhDs and Postdocs from different institutions in matters of national policy. We will also do so in 2022, by promoting the SiN AGM widely among our members, issuing an open call for nominations to the SiN Board, and sending the maximum allowable number of delegates and observers to the next SiN AGM. We also plan to collaborate with SiN on matters important to our members, such as surveys or events.

5.5.2 Consultation statements at the national level

Several long-term processes concerning academic career development, recruitment policies and research will be reaching a pivotal moment in the national policy arena in 2022, for example topics like internationalization or career development of PhDs and Postdocs. In addition, the effects of the pandemic are still being mapped by the University sector. UiODoc will continue to provide input on any consultation statement or proposal for action that SiN distributes to its member organizations.

6 Planned events

In 2022, we are planning to continue our series of breakfast seminars and career-oriented activities. We will adapt to the changing circumstances of the pandemic and host as many in-person events as possible. As it seems that events will soon be possible to be held in person again, we will try to arrange our events in person and also host the postponed social event as soon as possible. In summary, the events planned for 2022 are as follows:

1. *PhD and Postdoc Breakfast Club*: We will continue our most successful and persistent event series, the PPBC, where new career-oriented topics will be introduced and discussed. See Section 6.1.1 for more details.
2. *Norwegian Folk Dancing*: This social event has been postponed from the end of 2021 and will host a folk dancing performance as well as a dinner and some dancing lessons. More details in Section 6.1.2.
3. *Mental health week*: Like the last few years, we plan to participate in light of World Mental Health Day, in this week which will provide a series of talks on the urgent and neglected topic of mental health tailored to early career researchers. For more information, see 6.1.3.

6.1 Events planned by UiODoc

6.1.1. *PhD and Postdoc Breakfast Club (PPBC)*

UiODoc will continue to organize monthly talks focused mainly on career advice for PhD candidates and Postdocs. In 2022, we hope to do this more regularly in person than was the case during 2021 due to the pandemic. We plan to invite speakers from a variety of backgrounds who offer specialist knowledge. As we are awaiting more amenable conditions for in-person events, this event series will continue in a digital format for the time being, but we hope that we will soon be able to provide free breakfasts, as was the case during previous years. Even so, we expect that the PPBC will remain our most regular event and among our most popular, just as they have been in recent years. The topics planned for 2022's PPBCs are the following:

1. *Communicating your science - a practical guide*
2. *Fake Science*
3. *How to make better posters*
4. *Giving and receiving feedback*
5. *Stress management and mental health*
6. *Crossing the Gap: Planning, Practice, and Presentation for Job Seeking*
7. *Traveling abroad for research*

The first seven are planned to take place in the Spring semester, with at least three more coming in the Fall semester. Our potential speakers for these topics include both UiO staff and experts from outside of the University.

6.1.2 Norwegian Folk Dance Social Event

As explained in Section 2.1.7 this event was originally planned as a Christmas event in 2021 closing the year with a fiesta. Due to the rise of the omicron variant, UiODoc had to postpone it because larger in-person events were prohibited due to infection control measures. We therefore hope that we will be able to hold this event in spring of 2022. It is planned to invite the Norwegian Folk Museum Dance Group to give a performance followed by the teaching of simple dancing steps. After the dancing we plan to host a dinner and social mingling of the participants.

6.1.3 Mental health week

Given the ongoing urgency of mental health problems among early career researchers we will continue to raise awareness and facilitate dialogue on this topic. Like last year, we plan to do so around World Mental Health Day (October 10). During this week, we will most likely organize a series of events and seminars that is compatible with and complementary to the events offered by various Faculties, and tailored specifically to the pressures afflicting PhDs and Postdocs in their working environment. This is especially necessary in light of the last years since mental health has been declining due to the pandemic.

7 Meetings

7.1 Monthly Board Meetings

The Board will continue with monthly Board Meetings in 2022. Even though meetings were held every month in 2021 (except in September, when the AGM was held) due to unpredictability caused by the pandemic and its effects (including members contracting the virus), we were challenged to keep a regular timeline for the Board Meetings. In 2022, we hope to establish a higher regularity (ideally every 4 weeks) of the Board Meetings. This will be beneficial for the goals and activities of the organization because the Board Meetings are the only place when in-depth discussion as well as feedback from the whole Board on every item takes place. If successive Board Meetings take place in a too narrow or wide timeframe, then items may get overlooked or the possibility of discussing those is not given.

7.2 Annual General Meeting

In 2022, the Annual General Meeting (AGM) will take place in May. Usually (before 2020), the AGM is held in the spring semester. But due to the circumstance that the COVID-19 pandemic started in spring 2020, the AGM was shifted to September that year and continued to be held also in 2021. Now that the pandemic seems to come to an end and therefore infection control measurements are not in place anymore, the Board of 2021-2022 decided to shift the AGM back to its initial timeslot.

7.3 Transition meeting

Furthermore, to ensure continuity between the Boards, we plan to hold a transition meeting with all old and newly elected Board members in order to disseminate generic tasks of the organization and its overall policies. In addition to that, members of the specific positions will have meetings with the newly elected members to transition their specific tasks and secure a continuous flow of information between the Boards. One reason to shift the AGM and therefore the election of a new Board back to the spring semester

8 Budget

The budget for 2022 was estimated based on an expected end of infection control measurements and the possibility to conduct physical events again. We kept room for adapting the budget to regulations concerning physical events and catering, leaving more space for hosting in-person events, involving travel costs, venue bookings and catering. Therefore, the surplus from this and previous years will likely be spent usefully on various activities focusing on social events in particular. The total income for 2022 equals 520 143 NOK (Table 6) while the tentative expenses sum up to 449 000 NOK, equalling a balance of 71 142 NOK (Table 7).

8.1 Income

Table 6: Calculations for the income of 2022.

Type	Description	Amount (NOK)
	Annual budget 2022	250 000.00
	Budget surplus 2021	270 142.88
Total income 2022		520 142.88

8.2 Tentative expenses

Table 7: Calculations for the expenses of 2022.

Type	Description	Amount (NOK)
Annual expenses	Board compensation 2021	-100 000
	SiN membership 2021/2022	-4 000
Expenses – Spring semester	Organization of courses and events	-100 000
	Board meetings/team building & AGM	-50 000
Expenses – Fall semester	Organization of courses and events	-100 000
	Board meetings/team building	-20 000
Other expenses	Conducting a survey on PhDs and Postdocs well-being at UiO	-75 000
Final balance 2022		71 142.88

Appendices

Appendix A – UiODoc statutes

Vedtekter for

Stipendiatenes interesseorganisasjon ved Universitetet i Oslo (UiODoc)

Vedtatt 13.03.2003, endret august 2020

§ 1 Navn

Organisasjonens navn er «Stipendiatenes interesseorganisasjon ved Universitetet i Oslo», forkortet UiODoc. Organisasjonen ble stiftet 13. mars 2003.

§ 2 Formål

UiODoc skal være en ressurs og pådriver for stipendiaters, postdoktorers og andre tilsatte i vitenskapelige åremålsstillinger (heretter omtalt som midlertidig vitenskapelig ansatte) felles interesser ved Universitetet i Oslo (UiO).

Organisasjonen har følgende hovedarbeidsområder:

1. Å være et bindeledd mellom ledelsen/sentraladministrasjonen og midlertidig vitenskapelig ansatte ved UiO.
2. Å utvikle en felles plattform for midlertidig vitenskapelig ansatte ved UiO.
3. Å bidra til å ivareta den faglige utviklingen til midlertidig vitenskapelige ansatte ved UiO.

Gjennom disse hovedarbeidsområdene skal UiODoc være et bindeledd mellom midlertidig vitenskapelig ansatte og UiO, og kan i tillegg arbeide for å skape møteplasser for midlertidig vitenskapelig ansatte og næringsliv, forskningsinstitusjoner og andre aktuelle arbeidsgivere for unge forskere.

Gjennom arrangementer som debatter, foredrag og andre sosiale aktiviteter, vil UiODoc utvikle en felles plattform for sosiale og tverrfaglige interesser. Gjennom fellesmøter for representanter for hele UiODoc's målgruppe (universitet-, institutt-, og fakultetsstyre representanter, representanter i Ph.D.-utvalg og råd og ledere for Ph.D.-forum), vil UiODoc også skape rom for erfaringsutveksling og diskusjon rundt temaer som er relevante for alle midlertidig vitenskapelig ansatte, som for eksempel arbeidsvilkår, faglige behov, sosiale og faglige interesser.

§ 3 Medlemskap

§ 3.1 Medlemmer

UiODoc har ikke offisielt medlemskap, men representerer alle registrerte midlertidig vitenskapelig ansatte (definert under § 2) ved UiO og ved institusjoner som er affiliert med UiO (heretter omtalt som representerte).

§ 3.2 Rettigheter

De representerte, i henhold til § 3.1, har følgende rettigheter:

- Delta på årsmøtet i henhold til § 5.
- Stemme på årsmøtet.
- Nominere kandidater til styret i UiODoc.
- Bli medlem av styret i UiODoc.
- Foreslå endringer til vedtekter, årsmelding og budsjettforslag i forkant av årsmøtet.
- Innkalle til ekstraordinært årsmøte i henhold til § 5.4.

I tillegg skal alle medlemmer ha mulighet til å:

- Abonnere på UiODoc sitt nyhetsbrev og sosiale medier kanaler.
- Registrere seg for eventer organisert og/eller sponset av UiODoc.

§ 4 Annen tilknytning

UiODoc skal være tilknyttet Stipendiatorganisasjonene i Norge (SiN). Foreningen kan i tillegg samarbeide med medlemmenes fagforeninger og andre organisasjoner, men skal ikke knyttes til noen bestemt fagforening, hovedsammenslutning eller politisk parti.

Det kan opprettes egne avdelinger av UiODoc ved de forskjellige fakultetene/instituttene.

§ 5 Årsmøte

Årsmøte avholdes en gang i året i løpet av vårsemesteret. Det er også anledning til å holde ekstraordinært årsmøte i henhold til § 5.4.

§ 5.1 Innkalling til årsmøte

Innkalling og saksliste til årsmøtet skal kunngjøres overfor de representerte minst 4 (fire) uker i forveien.

Saksliste, årsmelding, årsregnskap og budsjettforslag skal publiseres på UiODocs webside minst 2 (to) uker før årsmøtet.

Innkommende forslag skal være styret i hende minst 1 (én) uke før årsmøtet.

Det skal tilstrebes at alle representerte ved UiO får innkalling til årsmøtet. Årsmøtet skal gjøres offentlig kjent via e-post, UiODoc nettsiden og sosiale medier plattformer.

§ 5.2 Årsmøtets rettigheter og plikter

Årsmøtet skal:

1. Godkjenne styrets årsmelding.
2. Godkjenne styrets årsregnskap for organisasjonen.
3. Velge nytt styre.

Videre har årsmøtet følgende rettigheter:

1. Diskutere fremtidig strategi.
2. Godkjenne endringer i vedtektene med et 2/3 flertall blant de tilstedeværende med stemmerett.
3. Fremme mistillitsforslag overfor det sittende styret og velge et nytt styre med 2/3 flertall blant de tilstedeværende representerte.
4. Avvikle foreningen med 2/3 flertall blant de tilstedeværende med stemmerett i henhold til § 7.
5. Anslå antallet styremedlemmer for den påfølgende valgperioden, i henhold til minimum og maksimum kravene i § 6.1).

§ 5.3 Valg og stemmegivning under årsmøtet

Hver av de representerte, i henhold til § 3.1, som er til stede under årsmøtet har en stemme per sak som skal stemmes over. Stemmer fra representerte som ikke er til stede er ikke gjeldende.

Alle styreverv, i henhold til § 6, utlyses til valg hvert år. Hver av de representerte som er til stede på årsmøtet kan nominere seg selv eller noen andre på årsmøtet.

Dersom noen fremmer en forespørsel om å anslå antallet styremedlemmer for den påfølgende valgperioden, som følger minimum og maksimum kravene i § 6.1, skal årsmøtet bestemme dette antallet med 2/3 flertall.

Kandidater vil tildeles verv basert på enkelt flertall på årsmøtet. Blant de nyvalgte styremedlemmene skal minst vervet som leder, nestleder og kasserer, i henhold til § 6.1, tildeles basert på enkelt flertall på årsmøtet. De resterende styremedlemmene kan tildeles verv i henhold til § 6.1 i løpet av årsmøtet eller det første styremøtet i den nye valgperioden ved simpelt flertall på styremøtet.

Dersom det er flere kandidater enn det totale antallet styreverv, vil kandidatene med flertall av stemmene tildeles verv inntil det totale antallet er nådd. Dersom siste kandidatur i styret får likt antall stemmer vil kandidaten bestemmes av forsamlingen ved ordinært flertall.

Årsmøtet velger to personer som vil fungere som stemmetellere under årsmøtet. Enkelt flertall behøves i alle avstemninger der ikke annet er spesifisert.

§ 5.4 Ekstraordinært årsmøte

Et ekstraordinært årsmøte kan holdes dersom:

- Mer enn 50 (femti) av de representerte, i henhold til § 3.1, fremmer en skriftlig begjæring til styret om å holde en ekstraordinær generalforsamling.
- Det er fremmet av styret i henhold til § 6.2.

Det ekstraordinære årsmøtet har samme rettigheter som et vanlig årsmøte, i henhold til § 5.2.

Innkalling til ekstraordinært årsmøte skal kunngjøres overfor de representerte minst 4 (fire) uker i forveien.

§ 5.5 Utsettelse av / endring av tidspunkt for årsmøte

I uforutsette/ukontrollerbare tilfeller (slik som naturkatastrofer, epidemier o.l.), kan styret velge å utsette årsmøtet under forbehold om at de:

- Gir beskjed til alle representerte om denne avgjørelsen på forhånd.
- Setter en ny dato for årsmøtet så snart omstendighetene tillater, men ikke senere enn høstsemesteret samme år.
- Observere alle andre prosedyrer i henhold til § 5.1, § 5.2 og § 5.3 som vanlig.
- Gjennomføre styrets resterende plikter som beskrevet i § 6.2, til den grad omstendighetene tillater, for resten av vervet inntil årsmøtet blir holdt.

§ 6 Styret

Styret velges for ett år av gangen.

UiODoc er en organisasjon for hele UiO. Det skal tilstrebtes å inkludere styremedlemmer fra flest mulig stillingskategorier blant de representerte, i henhold til § 2, inkludert stipendiater og postdoktorer med ulike nivåer senioritet og fra ulike forskningsfelt (som dekker flere fakulteter og/eller forskningssentre og andre UiO affilierte enheter).

Universitetsstyrets representant for midlertidig vitenskapelig ansatte kan bli medlem av styret i UiODoc med fulle rettigheter.

§ 6.1 Styrets sammensetning

Styret skal bestå av minimum 3 (tre) medlemmer som oppfyller rollene til Leder, Nestleder og Kasserer. Om mulig, skal Leder helst tidligere holdt annet verv i styret for minst en termin før utnevning. I tillegg skal styret tilstrebe å utnevne minst ett annet medlem til følgende roller, med maksimum 10 (ti) styremedlemmer totalt:

Styret skal tilstrebe å følge en struktur bestående av:

- Arrangementsansvarlig
- PR-ansvarlig
- Representantsansvarlig
- SiN-representant

Dersom det er færre nominerte enn styreverv, kan oppnevnte styremedlemmer ha flere roller. Universitetsstyrets representant for midlertidig ansatte kan inkluderes i UiODoc styret ex-officio med fulle rettigheter.

Ansvarsområdet til hvert enkelt verv er ytterligere definert i et separat dokument ved navn: «Tasks and responsibilities of Board members/positions».

§ 6.2 Styrets rettigheter og plikter

Styret har følgende plikter:

- Holde minst ett styremøte per måned, utenom styrets overgangsmøte (følger årsmøtet) og i sommerferien (juli).

- Arkivere agenda og referat fra alle møter for fremtidig henvisning.
- Organisere relevante aktiviteter for UiODoc medlemmer i henhold til formålet beskrevet i § 2.
- Forberede årsrapport, årsregnskap og budsjettforslag før årsmøtet.
- Innkalle til årsmøte. Dette inkluderer også ekstraordinært årsmøte dersom det kreves i henhold til § 5.4.
- Holde de representerte informert om aktivitetene til UiODoc.

Styret har følgende rettigheter:

- Opprette arbeidsgrupper innad i UiODoc og gi dem mandat til å arbeide med et bestemt tema. Disse arbeidsgruppene kan bestå av både styremedlemmer og representanter fra de representerte.
- Opprette og opprettholde et rådgivende organ bestående av tidligere styremedlemmer.
- Inkalle til ekstraordinært årsmøte
- Utnevne nye styremedlemmer til ledige verv uten å kalle inn til ekstraordinært årsmøte i henhold til § 6.5.

§ 6.3 Styremøter

Hovedformålet med styremøtene er å koordinere og dokumentere løpende saker i UiODoc, inkludert:

- Identifisering og ta opp relevante spørsmål for de representerte, både på universitetets og nasjonalt nivå.
- Fungere som talsperson for de representerte ved å møte med relevante autoriteter og affilierte organisasjoner.
- Organisere eventer for de representerte.
- Opprettholde jevnlig kommunikasjon med de representerte.

Minimum 3 (tre) styremedlemmer må være tilstede for å gjennomføre et styremøte. Styret burde legge til rette for digital deltakelse for styremedlemmer som ikke kan være til stede personlig. Dersom omstendighetene ikke tillater fysiske møter, kan styret velge digitale løsninger for å oppfylle sine plikter i henhold til § 6.3.

Et gyldig vedtak kan bli nådd ved konsensus. I tilfelle uenighet ved viktige saker, vil en avgjørelse bli nådd ved flertall av stemmene fra hele styret, eller når det gjelder hastesaker ved flertall av de styremedlemmene som er tilstede. Hvert styremedlem har en stemme. Dersom det er likt antall stemmer for og imot har leder rett til å benytte en dobbeltstemme.

§ 6.4 Styre termin

Styremedlemmer velges for ett år, med mindre årsmøtet er utsatt som følge av eksepsjonelle omstendigheter i henhold til § 5.5. Individuelle styremedlemmer kan bli gjenvalgt til den samme rollen eller nominere seg selv til andre roller i styret, så lenge de er representert av UiODoc i henhold til § 3.1. Ethvert styremedlem som ikke lenger kan regnes blant de representerte, i henhold til § 3.1, kan fortsette i sitt verv frem til neste ordinære årsmøte. Dersom et styremedlem trekker seg fra styret vil dennes oppgaver bli tatt over av de gjenværende styremedlemmene. Hvis flere styremedlemmer trekker seg fra styret, med det

resultat at færre en 3 (tre) styremedlemmer gjenstår, skal styret innkalle til ekstraordinært årsmøte, i henhold til § 5.4, med mål om å utnevne nye styremedlemmer.

§ 6.5 Fratredelse / avskjedigelse av styremedlemmer i løpet av termin

- Styremedlemmer kan si opp sin rolle og plikter med 1 (en) måneds varsel.
- Dersom et styremedlem er fraværende 3 (tre) styremøter uten å gi beskjed, har styret mulighet til å avskjedige det respektive styremedlemmet med 2/3 flertall.
- Dersom et styremedlem er inaktiv, enten ved forsømmelse av en gitt plikt/oppgave eller høyt nivå av passivitet i 2 (to) påfølgende måneder uten en gitt grunn, vil Lederen av styret rådføre med det respektive styremedlemmet i et privat møte om fortsettelse av dette medlemmets rolle i styret. Dersom inaktiviteten vedvarer, har styret valget å avskjedige det respektive styremedlemmet med 2/3 flertall.

§ 6.6 Ekstraordinær utnevning av styremedlemmer

I tilfelle:

- Ikke alle roller kunne fylles ved årsmøtet
- Styremedlemmer er frigitt fra deres plikter i løpet av termin
- Ikke alle styrets essensielle aktiviteter kan gjennomføres med det totale antallet valgte styremedlemmer

Kan styret aktivt rekruttere nye styremedlemmer uten å kalle inn til et ekstraordinært årsmøte, i henhold til § 5.4, og det maksimale antallet styremedlemmer kan midlertidig overstige 10 (ti). De representerte burde offisielt informeres (nyhetsbrev, nettside, sosiale medier plattformer) om den tilgjengelige rollen på forhånd. I tilfelle flere kandidater presenterer seg selv, vil de aktive styremedlemmene velge å innsette en eller flere nye styremedlemmer for den åpne rollen. 2/3 flertall i det aktive styret er tilstrekkelig til å innsette ekstraordinære styremedlemmer i løpet av funksjonstiden.

§ 7 Avvikling

Et forslag om å avvikle foreningen kan bli initiert på 3 (tre) måter:

1. Dersom 500 (fem hundre) av de representerte, i henhold til § 3.1, fremmer en skriftlig begjæring til styret minst 2 (to) uker før ordinært årsmøte.
2. Dersom 500 (fem hundre) av de representerte, i henhold til § 3.1, fremmer en skriftlig begjæring til styret om å holde et ekstraordinært årsmøte med den hensikt å stemme over foreningens avvikling i henhold til § 5.2. Innkalling til ekstraordinært årsmøte skjer på vanlig måte i henhold til § 5.4.
3. På forespørsel fra styret fremmet minst 2 (to) uker før ordinært eller ekstraordinært årsmøte.

For at avvikling av UiODoc skal være gyldig kreves minst 2/3 flertall blant stemmene på det aktuelle årsmøtet.

Appendix B – UiODoc contract with UiO

Samarbeidsavtale mellom Universitetet i Oslo og UiODoc

Denne avtalen regulerer forholdet mellom Universitetet i Oslo (UiO) og UiODoc knyttet til omfanget av og betingelsene for økonomisk støtte fra UiO til UiODoc.

Formålet med avtalen er å støtte UiODoc som en interesseorganisasjon for ph.d-kandidater, postdoktorer og andre midlertidig vitenskapelig ansatte ved UiO, og for deres arbeid for å utvikle både det faglige og det sosiale arbeidsmiljøet for denne gruppen. Det er en forutsetning for avtalen at UiODoc ikke virker som fagforening.

1. Omfang

UiO forplikter seg til å tildele NOK 250 000 til UiODoc årlig fra 2017. Beløpet omreguleres etter konsumprisindeksen hvert år. Overføring av midler skjer i februar. Ved behov for eventuelle varige endringer i beløp må UiODoc søke i første kvartal.

2. Betingelser for tildeling

2.1. Bruk av midler

Inntil 40 % av tildeling kan benyttes som honorar til styremedlemmer i UiODoc. UiODoc bestemmer selv størrelse og fordeling av honorar.

De resterende 60 % av tildeling kan brukes til følgende:

- Kursing av UiODocs styre og UiODoc representanter på fakultetene
- Deltaker- og reisekostnader ved deltakelse på relevante konferanser og møter for UiODocs styre og UiODoc-representanter på fakultetene
- UiODoc-arrangementer for sin målgruppe ved UiO
- Generell drift av UiODoc
- Andre relevante aktiviteter

Ubrukte midler kan overføres fra ett år til det neste.

2.2 Innkjøp og utbetalinger

Alle innkjøp og utbetalinger skjer via LOS etter de regler som til enhver tid gjelder for UiO.

2.3 Forpliktelser

- UiODoc skal innen 15. april hvert år levere en kortfattet rapport til UiO, med beskrivelse av foreningens aktiviteter siste år inkludert forenklet regnskap for foreningens drift og planer for det kommende år.
- UiODoc stiller med representant i Forum for forskningsdekaner (e.l. fora) hvor relevante saker diskuteres. Representanten forventes å bidra aktivt.
- UiODoc kan, på oppdrag fra UiO, finne aktuelle representanter i tilfeller hvor det er prosjekter e.l. som trenger representasjon fra UiODocs målgruppe. Ved store og/eller

langvarige oppdrag kan det avtales kompensasjon for deltakelse i det enkelte tilfelle. Slik kompensasjon inngår *ikke* som del av den faste bevilgningen.

- UiODoc benyttes som høringsinstans og/eller diskusjonspartner i saker som angår ph.d.-utdanningen og målgruppas interesser.
- UiODoc forventes å bidra til å spre relevant informasjon fra UiO til sin målgruppe.
- UiODoc bidrar på for eksempel informasjons- eller oppstartsmøter c.l. rettet mot sin målgruppe.

LOS gjennomgår årlig hvorvidt betingelsene for tildeling er oppfylt.

3. Tilgang til infrastruktur

UiODoc skal sikres følgende infrastruktur:

- e-post med UiO-adresse.
- møterom: UiODoc sikres rett til å reservere rom i UiOs rombookingsystem.
- UiODoc lager nettsider om seg selv i verdensveven og har eget domene. UiODoc har rett på samme tilbud fra USIT som andre studentforeninger ved UiO.
- postadresse: UiODoc kan benytte postboksadressen 1072, Blindern, 0317 Oslo.
- UiODoc skal for relevante arrangementer kunne sende ut e-post som masseutsendelse i tråd med etablert praksis. Avdeling for personalstøtte kan på bestilling produsere lister over e-postadresser.

4. Kontaktpunkt i LOS

Det oppnevnes en kontaktperson for UiODoc i LOS.

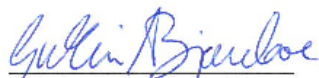
Kontaktpersonen utsteder attester på innhatt UiODoc-verv til de som ber om det.

Det avholdes halvårlige møter mellom UiODoc og LOS, hvor universitetsledelsen er representert.

5. Endringer i avtale

Ønsker om endringer i betingelsene i denne avtalen skal varsles skriftlig senest 6 måneder før endringene skal tre i kraft.

Oslo, 29/6-16



Gunn-Elin Aa. Bjørneboe
Universitetsdirektør



Meryl Sønnerby Lillenes
leder UiODoc