

2024

UIODOC ANNUAL REPORT



UiODoc Board 2024-2025

 **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 2024, and some of the plans of UiODoc for the next year. The Board consisted of nine active Board members by the end of 2024, who will continue their work throughout the first half of 2025. This annual report will be presented at the Annual General Meeting of UiODoc in 2025.

UiODoc held its important role as the official organization representing and uniting PhD candidates, postdoctoral researchers and other scientific staff with temporary employment at UiO during 2024. 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 2024. 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.
- Used social media, mass emails and newsletters to communicate with our members.
- Maintained direct contact with the rectorate by taking part in 2 meetings in 2024.
- Participated in several forums and committees at UiO including the Research Committee and the Forum for researcher education (FFF) and the Forum on Research Ethics.
- Reached out to temporary staff representatives and held meetings with several of them.
- Maintained the collaboration with ISMO, the unions and SiN.
- Engaged with other various stakeholders.

Events were organized to fulfill the second and third purposes of UiODoc are described in [Section 2](#). Throughout 2024, UiODoc hosted 14 different events that offered a mix of professional and academic learning opportunities.

To sustain and coordinate the activities of UiODoc, the Board held 9 regular Board meetings, one Board transition meeting and hosted the AGM for UiODoc, all these covered in [Section 3](#). The Board workload and the considered division of effort supporting the Board compensation is given in [Section 4](#). A financial statement reporting the income and expenses related to UiODoc's activities is given in [Section 5](#).

Part II of the report lays out the continuation of UiODoc's activities for 2025. [Section 6](#) 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 (both established and new).
- Maintain current engagement with our members through mass emails and newsletters but also increase our social media presence.
- Have regular discussions with the rectorate on matters of importance for PhDs and Postdocs.
- Send representatives from the Board to the Research Committee, FFF and Central electoral committee meetings.
- Continue communication with temporary staff representatives, and move from individual to general meetings.
- Continue UiODoc's 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.
- Send out a new survey in 2025 to support our representation efforts with up to date data and make the first steps in UiODoc towards collection of historical data on PhD and Postdoctoral Fellows at UiO.

UiODoc plans to maintain a steady schedule of digital and physical events throughout 2025, with monthly PhD and Postdoc Breakfast Clubs, as well as other social events to provide an engaging and welcoming platform for the PhDs and Postdocs. All planned events are described in [Section 7](#).

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 8](#). To account for the additional effort that comes with conducting yearly surveys, as we plan, we will create some board structural changes, explained in [Section 9](#).

A budget overview of the activities planned for 2024, is given in [Section 9](#).

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Board 2024-2025

At the annual general meeting (AGM) on 28 May 2024, seven new and three former board members were elected (Table 1) for the new term. The re-elected members were: Karl-Henrik Storhaug Reinås (President), Louie Wang (Event Officer) Anjali Choubey (Representative Officer). Anjali and Louie continued in their previous roles, while Karl Henrik Storhaug Reinås was elected President after contributing to the 2022-2023 and 2023-2024 boards as Representative Officer. The newly elected board members were: Naheeda Hamza (Vice President), Johannes Sørby Heines (Treasurer), Qingqing Shao, Louie Wang (Event Officers), Fatou Jatta, Anjali Choubey and Kishore Taplyal (Representative Officers) and Tianfang Yang, Seo Young (PR Officers). However, Kishore Taplyal joined the board in November 2024, and Anjali Choubey in July 2024.

Table 1: Members and their positions and affiliation of the UiODoc Board 2024-2025.

Board Position	Name	Affiliation
President	Karl Henrik Storhaug Reinås	PhD candidate, Department of Education
Vice President	Naheeda Hamza	PhD candidate, Institute of Health and Society
Treasurer	Johannes Sørby Heines	PhD candidate, Department of Physics
Event Officers	Qingqing Shao	PhD candidate, Department of Chemistry
	Louie Wang	Post-doctoral Fellow, Department of Special Needs Education
PR Officers	Tianfang Yang	PhD candidate, Department of Psychology
	Seo Young	PhD candidate, Institute of Basic Medical Sciences
Representatives Officers	Fatou Jatta	PhD candidate, Institute of Health and Society
	Anjali Choubey	PhD candidate, Centre for Material Science and Nanotechnology
	Kishore Thapliyal	Post-doctoral Fellow, Department of Physics

Part I: Activities 2024

1 Strategic activities

UiODoc currently has over 4300 members, mostly PhD and PostDoctoral Fellows. The UiODoc executive board hence focuses a lot on making sure that new members learn about their representation and actively engage within UiODoc. The efforts made in 2024 in this direction are covered in [Section 1.1](#). UiODoc is representing its members at multiple forums at UiO, and this representation activity from 2024 is described in [Section 1.2](#). UiODoc is maintaining dialogue with temporary staff representatives (see [Section 1.3](#)). UiODoc is also collaborating with relevant stakeholders in supporting its members, such as ISMO, Unions and SiN, and these collaborations are covered in [Section 1.4](#) through [Section 1.6](#) respectively. Last but not least, UiODoc is supporting its various representation efforts on data gathered from a significant percentage of UiODoc members, through a new survey described in [Section 1.7](#).

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.

We are taking several actions to ensure that our members are aware of UiODoc membership and are staying up to date with our activities. We have different ways of introducing UiODoc to new members and you can see more in Section 1.1.1. We can also get in contact with all of our members through mass emails up to 4 times a year (see Section 1.1.2), but we stay in more frequent contact with our members through our newsletters (see Section 1.1.3), Social Media (see Section 1.1.4) and email inquiries (see Section 1.1.5). We also interact with some of our members at the events we are organizing (see Section 2).

1.1.1 Presenting UiODoc to new members

We have multiple opportunities throughout the year to introduce ourselves to new members. We have strong collaborations with ISMO, the International Staff Mobility Office (see Section [1.4.1 International Staff Mobility Office \(ISMO\)](#)) and present at the [ISMO Welcome breakfasts](#). ISMO Welcome breakfasts are events regularly hosted for international researchers who are new to the University. Considering international researchers make up approximately half of our members, we believe that presenting at these events greatly supports us in reaching out to prospective members.

PhD onboarding differs across faculties at the University. Some of the faculties offer onboarding courses or seminars. We have the opportunity to present at the onboarding courses of two of the largest faculties (in terms of PhD enrollment) within the University: the Faculty of Medicine and the Faculty of Social Sciences, that is to the [MF9010E](#) and [SV9103](#) courses respectively. We plan to start collaborating with more faculties and reach out to our new members from smaller faculties as well, as you can see in Section [7.1.1 Reaching out to our new members and maintaining contact with our members](#).

In 2024, we presented to new members at the following events:

- ISMO Welcome breakfasts:
 - 8 April, 2025 (see [event](#))
 - 24 September, 2024
 - 12 November 2024
 - September 19, 2023
 - November 7, 2023
- MF9010E
 - April 27, 2023
- SV9103:
 - 9 October, 2024

(See [events](#))

1.1.2 Mass email

It is very important that every internal and external PhD and PostDoc at UiO knows that there is an organization called UiODoc that is actively representing their interests, not just at University but also at national level. Mass emailing keeps them informed of all the major events happening at UiODoc, how they can be a part of it and who are the elected members who are here to represent their interests. In the current term, we sent one mass email when introducing the board in August. Another mass email will be sent out before April 28 inviting everyone to join AGM and be a part of the new board.

1.1.3 Newsletter

Apart from mass emailing, UiODoc also sends out monthly newsletters to all its 682 subscribers. They are given all the relevant information about important educational and cultural events happening at the university, organized by UiODoc and other organizations. Newsletters are also used as a tool to spread important information such as the decision of the workers union, work environment survey, and other relevant information. All this helps UiODoc keep its subscribers well informed and satisfied that their inserts are being represented well.

In this term, total- ten newsletters have been sent out until now. Starting with the first one on 25 January and then on the following days, 26 February, 26 March, 22 April, 15 May, 26 August, 23 September, 17 October, 20 November, 12 January, 21 February, 20

March and 20 April . No newsletter was sent out in June (a new board announcement was sent out instead), July and December due to holidays. Newsletters are regularly uploaded on our website [here](#).

1.1.4 Social media

Throughout 2024-2025, we have sustained the use of four social media platforms to communicate activities, engage members and showcase UiODoc's line of actions. These accounts include: [Instagram](#), [Facebook](#), [x/Twitter](#), [Linkedin](#) and UiODoc's official [webpage](#). We started the Linkedin account in 2023 to diversify our channels, as our members do not all use mainstream social accounts and tend to use professional ones.

At the end of March 2025 we had 613 followers on Instagram which we plan to increase continuously, with 32 new followers since January 2025.. During this period, we produced 54 posts and 84 stories with information about self-organized events, promotion of events of interest to our members, . In and information of Rector Election 2025. In addition to this, we also advertised the events on Facebook, where we have 1,727 followers.

Our communications have been mainly focused on: promotion of UiODoc specific events (PPBC, PPDC, etc.), promotion of joint events (with ISMO, HumSum Bibliothek or other institutions), and communication of information relevant to the Phd students and Postdocs (e.g., elections, financing opportunities, workshops).

1.1.5 Email contact with our members

We also provide a public email address, info@uiodoc.no, available on our website, allowing members to reach us with inquiries. Additionally, we promptly address queries received on our social media platforms.

1.2 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.

1.2.1 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, but the dialogue restarted in 2021.

In 2024, UiODoc had two meetings with the rectorate, on 11.04.2024 and 08.11.2024 respectively. Both of these meetings focused on the results of the survey conducted between December 2023 and February 2024. In the April meeting we presented

preliminary analysis of the survey results, while in the November meeting we presented a more in depth analysis of the results. To obtain that analysis, a working group for the survey was appointed in the board, and they worked on selecting interesting findings as well as analyzing hundreds of comments to the open-ended questions. The November presentation touched on many topics from the survey, but most of the discussion focused on internationalization and mental health. We want to upload the November presentation and make a post about it in the [representation section](#) of our webpage. We want it to be public so that all our members can see how they are being represented in the discussions with the rectorate. We will try to do this with all rectorate meetings moving forward in order to increase transparency on our representation efforts.

1.2.2 The Research Committee

The Research Committee is an advisory body of the University with a focus on research and strategy. The forum meets approximately once a month and all Faculties, Museums, and Strategic initiatives are represented, in addition to the University management and UiODoc. Meetings are held in Norwegian.

Before the AGM in 2024, Karl Henrik Storhaug Reinås (Representative officer) was the representative in the meetings. Following the AGM, Johannes Sørby Heines (Treasurer) took over as the UiODoc representative in the meetings. The committee held nine regular meetings in total in 2024, including a dedicated PhD seminar on April 8th. The agendas and minutes of these meetings are published on the Research committee [website](#). The PhD seminar focused on ensuring high quality in researcher education, and on systemic measures to improve, on the one hand, skill development and knowledge transfer among supervisors, and on the other hand, integration, progress monitoring and support of PhD candidates. UiODoc president Roxana Pop presented survey results and the main struggles that hinder the progression of PhD candidates.

1.2.3 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. The agendas and minutes of these meetings are published on the FFF [website](#).

In 2024, Fatou Jatta served as the Representative at the FFF, with Johannes Sørby Heines acting as Deputy Representative. They participated in a meeting held on 19 September 2024. Additionally, Johannes Sørby Heines attended the National Forum for Research Education Conference, which took place at the Norwegian University of Life Sciences

(NMBU) from 16 to 17 October 2024. The primary theme of the conference focused on the challenges associated with the progression and completion of PhD degrees, as well as strategies for improving the structure and clarifying the expectations of PhD programs in Norway.

The evaluation of the FFF meeting is that it would be valuable to have UiODoc attending regularly, even though the agreement so far has been to only attend when topics of special interest for our members are discussed. Although most of the topics discussed can be considered to be of interest to our members, due to limited capacity, it has not been possible to attend more meetings this period. Ideally, in the future, it would be possible to attend regularly with better capacity and more Norwegian-speaking board members. If FFF will discuss issues that concern individuals specifically, it would be possible to organize the meetings so that the disclosed issues will be discussed at the end when the UiODoc representative can leave. An alternative is for the UiODoc representative to sign a confidentiality statement.

1.2.4 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 during 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. After the 2024 AGM, Tianfang Yang (PR Officer) and Qingqing Shao (Event Officer) were the representatives.

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, students and external representatives, 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.

This year, representatives from UiODoc oversaw the UiO rector election through multiple meetings, from September 2024 until April 2025, including a meeting on extending the registration period for candidate teams, and a meeting on finalizing the protocol of election. In addition, UiODoc also hosted one candidate debate for three teams of candidates.

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 larger faculties. This issue will be discussed further in the election committee.

1.2.5 Consultation statements at the University level

Besides regular participation in strategic meetings in the UiO context, the UiODoc Board is generally involved in reviewing and providing comments on proposed policy documents. This has been the case in the past years, and we have our consultation statements since 2021 on our [website](#). In 2024, UiODoc was involved in one UiO [consultation statement to Kunnskapsdepartementet](#), and provided extensive comments on the new language policy for UiO. The university board approved the final version of the new language policy on the 4th of February 2025. While our comments were not explicitly mentioned in the document, the approved version nevertheless addresses and rectifies most of the concerns we put forward.

1.3 Communication with temporary staff representatives

UiODoc appointed three Representative Officers in 2024 to maintain close communication with the representatives of temporary research staff across various administrative units at UiO. The primary goals of this initiative were twofold: to enhance our understanding of, and our ability to address, the unique working conditions of our members in different Faculties and centers, and to bring relevant insights about UiODoc's constituents to the attention of the representatives. Additionally, we aimed to increase the visibility of the representatives' roles and activities among our members while also fostering a network for knowledge exchange and experience-sharing among representatives from different Faculties.

Previous board had conveyed that reaching out to individual representatives was rather time consuming and not very efficient. Therefore they came up with the idea that all representatives should have a common meeting arena, and this would also support them in sharing experiences with each other. Thus, the representative officers from UiODoc only had to hold only a couple of large meetings, instead of several small ones. This idea was an inspiration from the representative forum in the Student parliament. To make the meetings even more inclusive and broad, the possibility of inviting representatives from temporary staff at the department level could be a good idea. Moreover, the representative officers have the possibility of inviting other temporary staff representatives. Including the representatives of temporary staff in the university board is also a good idea. More on how we plan to improve the representative officer

role moving forward can be read in [Board structural changes](#) from [Part II](#). The current board executed this and found the meetings to be informative and fruitful.

The representative officers, together with the president of UiODoc, sent an invitation to all temporary staff members at UiO, including PhD candidates and Postdoctoral researchers, to attend a meeting. The purpose of the meeting was to gather in person and establish a supportive arena for representatives across various institutional units. This platform aimed to facilitate the exchange of experiences and ideas, with the goal of promoting the well-being and interests of all temporary staff members.

The meeting took place on 4 December 2024 at Georg Sverdrup's House, Auditorium 2, and was attended by 10 temporary staff members. We managed to discuss our results from the survey and asked what their concerns and issues were in their respective faculties. We used these informal meetings with Faculty board representatives to connect with their intermediary role between constituents and Faculty administration. These meetings broadened the board's understanding of similarities and challenges they face in the different units within UiO, regarding their intermediary position in the Faculty. We gained insights on the connection of different Faculties and how to reach them. One common challenge for several representatives was the lack of training in how the faculty boards operate and the university democracy worked. Many felt they did not have an impact on the decisions being made and that there was little continuation from the representative before themselves. It was usual to make contact with the deputies to make a stronger community feeling, in that they did not need to be alone in the representational task.

Following this, we have sent out invitations for a second meeting with all temporary staff members, which is scheduled to take place on 6 May 2025. The discussion and results from that meeting will be included in the 2026 report.

1.4 Collaborators

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.

We are always asked to present at the Welcome breakfasts organized by ISMO for new international researchers at UiO, and this is an important way of reaching out to new members (see Section 1.1.1). Besides this, we also co-organize events, and in 2024 we co-organized a Christmass event together with ISMO (see [Events organized by UiODoc in collaboration with partners](#)).

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. We sometimes organize Meet & Greet events with the unions (can see our events page or past reports for more details). We had many other events in 2023 and did not have the capacity for organizing a Meet & Greet event in 2024, but we plan to do so in 2025.

1.5 Various stakeholders

Besides the usual forums in which UiODoc engages at the university, the temporary staff representatives and our collaborators, we are also in dialogue with various stakeholders that generally reach us through our email. We have email correspondence with such stakeholders and sometimes meetings or interviews. Besides this we also had meetings with an HR adviser from the MatNat administration about newsletters and reaching out to Norwegian PhD and Postdoctoral candidates and with the MedDocs president in order to share insights and see if our two organizations should collaborate. We also gave a Uniforum interview on the university board election.

1.6 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. The 2024 AGM was held in Oslo.

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.

1.6.1 SiN Board

In 2024, Karl Henrik Storhaug Reinås and Naheeda Hamza from the UiODoc board (President and Vice President), were elected into the SiN Board as President and EuroDoc Liaison Officer at the AGM 2024 <https://stipendiat.no/about/board/>.. Throughout 2024, SiN held eight regular Board meetings, usually once a month except for the summer holiday, and three quarterly meetings with the presidents or other representatives of all its member organizations, all of these were conducted online. There was a quarterly meeting with interest organizations of all universities held on February 26, which was attended by Karl Henrik, Naheeda Hamza, Jøhannes Sørby, and Fatou Jatta. In this meeting there was a lot of discussion around mandatory Norwegian language requirements for international staff and challenges faced by international staff. We are also planning to attend and represent UiODoc at another quarterly meeting which is coming up sometime in May 2025.

1.6.2 Network for leaders of PhD and Postdoc organizations

To ensure sufficient communication with those member organizations that do not have members in the SiN board, SiN has decided to host quarterly meetings, in addition to the monthly Board meetings, specifically for the member organizations to exchange information, start new collaborations and discuss plans for influencing policy issues at the national level. In addition, a Discord channel has been set up with all member organizations and newsletters are being sent out four times a year 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 in the future.

1.7 Survey

1.7.1 Survey work and impact

In past years, 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.

In 2022, the UiODoc Board decided to implement a systemic approach for evidence-based policy making within UiO and conduct a survey to collect data representative of all our members, both PhD and Postdoctoral Fellows at UiO. In order to

ensure we handle the data in an appropriate manner and satisfying GDPR requirements, we collaborated with the company, ResponsAnalys.

In 2024, representative officers Fatou Jatta, Anjali Choubey, and Kishore Thapliyal commenced work on a new survey aimed at gathering data from all temporary representatives of our membership, encompassing both PhD candidates and Postdoctoral Fellows at the University of Oslo (UiO). The questions in the survey remained similar to the previous survey with a few refinements based on the feedback received from all the meetings in which the first survey was presented. The aim was to collect more fine-grained data, to best support both our members, as well as UiO in making informed decisions about our members.

The new survey form that is to be distributed in the mid of April 2025, is made in-house on nettskjema and Anjali Choubey will have access to the results which she shall share with the next board.

1.7.2 Results

As the 2025 survey has not been sent out yet, the current board will not be able to analyze the results but will share their findings with the next board. The current representatives will share valuable inputs on how to analyze the results and utilize them in the future presentations. These results constitute a first important step in the direction of more evidence-based representation of UiODoc constituents. They showcase UiODoc's involvement in making the lives of temporary staff better and bring up their issues and grievances to various platforms where real change can be made.

1.7.3 Survey dissemination

The results from the working group in 2023 were used for the presentation given at the Rectorate meeting in 2024, as well as for the presentation given at ISMO breakfast events and in the meetings with temporary staff representatives (see Section [1.3 Communication with temporary staff representatives](#)).

The results from the 2025 survey shall be disseminated by the new board and utilized in a similar fashion as done by previous boards. The results of the new survey shall be used to represent the temporary staff members in various forums, communicating the data-backed relevant issues of our members.

2 Organized events

In the past year, UiODoc was involved in 10 events, of which 9 were organized by UiODoc itself and one co-organized. Seven events were held as part of the PhD and Postdoc Dinner Club (PPDC) series, further two events were held as non-PPDC events and were affiliated with UiODoc. All these events were held in person. 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. Additionally, we also organized social events for networking purposes amongst PhD candidates and Postdoctoral researchers at UiO. 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 it was always between 18 and 84. The average sign up count for our events was 78 participants. In total, we obtained 776 sign-ups, of which around 45% were affiliated with the Faculty of Mathematics and Natural Sciences, 14% with the Faculty of Medicine, and 11% with the Faculty of Educational Sciences, summing up to 70%. The lowest sign-up rates were from the Natural History Museum (0.2%) and the Faculty of Theology (1.4%). 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 others. UiODoc strives to offer a mix of social and career-oriented activities.

The events organized independently by UiODoc were:

1. *PhD and Postdoc Dinner Club*: a series of evening seminars on different career and academic topics relevant for PhD candidates and Postdocs. The topics for 2024 are given in [Section 2.1.1](#).
2. *Norwegian folk dance*: A social event combining lots of fun and Norwegian culture. More details provided in [Section 2.1.2](#).

The event co-organized by UiODoc in collaboration with other partners was:

1. [Christmas in UiO!](#): co-organized with ISMO (International Staff Mobility Office). An interactive social event during Christmas time. More details in [Section 2.2.1](#).

2.1 Events organized by UiODoc

2.1.1 PhD & Postdoc Dinner Club (PPDC)

Date & Time: (Usually) last Tuesday of the month, 17:00 - 20:00

Place: Ole-Johan Dahl Hus / Stort møterom in Georg Sverdrups hus

The PhD and Postdoc Dinner Club is a series of dinner 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 Dinner Club”, or short PPDC. However, due to relatively low participation rates in the PPDC events, we conducted a poll on our social media platforms in 2024. Based on the results, we plan to revert the dinner club back to a breakfast format in 2025. Further details are provided in [Section 7.1.1](#)

The following topics were presented at the PPDC seminar series in 2024:

1. [How to Plan Your Research Year!](#) (by Ms. Roxana Pop, January 25th, Ole-Johan Dahl Hus, 24 Sign ups)
2. [The Impact of Fake News and Pseudoscience on Our Perception of Reality!](#) (by Amr Marzouk, February 22nd, Ole-Johan Dahl Hus, 18 Sign ups)
3. [Bringing your research out into the world!](#) (by Norunn K. Torheim, March 21st, Ole-Johan Dahl Hus, 41 Sign ups)
4. [Conducting open research!](#) (by Live Håndlykken Kvale, April 25th, Ole-Johan Dahl Hus, 22 Sign ups)
5. [Towards an academic system and culture built on trust and care?](#) (by Ingvild Bergom Lunde & Maria Toft, Aug 27th, Georg Sverdrups hus, 29 Sign ups)
6. [Planning your academic career after obtaining a doctorate](#) (by Mari Suoheimo, September 24th, Georg Sverdrups hus, 32 Sign ups)
7. [PhD and Postdoc Dinner Club: tips and meta-tips for mental health](#) (by Tianfang Yang, October 29th, Georg Sverdrups hus, 32 Sign ups)

The number of sign-ups ranged from 18 for the event “*The Impact of Fake News and Pseudoscience on Our Perception of Reality!*” to 41 for the topic “*Bringing Your Research Out into the World!*”. We could generally expect around 25–35 participants per event, while particularly engaging topics attracted a higher turnout. Most participants were

PhD students from the Faculties of Mathematics and Natural Sciences and Medicine, followed by participants from the Faculties of Education, Social Sciences and Humanities. We also welcomed attendees from a variety of other affiliations across UiO. We continue our efforts to make the PPDC seminar series appealing to a broader range of disciplines in order to foster a more diverse and inclusive community. Dinner and drinks were served at each event to provide a relaxed and welcoming atmosphere.

2.1 Events organized by UiODoc in collaboration with partners

2.1.1 [*Christmas in UiO!*](#)

Partner: ISMO

Date & Time: 26th November 2024, 18:00 - 22:00

Place: SVFF UI

Sign-ups: 84

We celebrated the Christmas holidays with Ugly Sweater Contest and international Christmas quizzes, followed by dinner. During the workshop, participants had the opportunity to take part in entertaining quizzes and had the chance to win prizes. Our participants had a chance to meet other PhD candidates and Postdocs and to make new friends. This event was held in person and had the highest number of sign-ups.

3 Meetings

3.1 Board meetings

Regular Board meetings were held approximately once a month on the following dates: 17 January, 8 February, 1 March, 17 April, 16 and 28 June, 15 August, 17 September, 24 October, 16 November, 3 January 2025, 3 February 2025, March 2025, 9 April 2025. In addition, a transition meeting involving both the old (2023-2024) and new (2024-2025) Board was held on 3 June 2024. This leads to 11 meetings being held.

Meetings have an allocated time window of 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). A considerable amount of time was spent discussing how to better share the results of the survey (Section [1.7 Survey](#)) with the Pro-rector, and other forums.

3.2 Annual General Meetings

3.2.1 [UiODoc Annual General Meeting](#)

Date: 28 May 2024

Time: 17:00-20:00

Place: [U1 bar-cafe](#)

In 2024, UiODoc was able to host the Annual General Meeting (AGM) in a physical format. As is customary during these events, the Board of 2023 gave a general introduction of UiODoc and presented its past activities through the annual report and financial statement. The new UiODoc board was elected, resulting in the following composition: Karl-Henrik Storhaug Reinås (President), Naheeda Hamza (Vice President), Johannes Sørby Heines (Treasurer), Qingqing Shao, Louie Wang (Event Officer), Tianfang Yang, Seo Young (PR Officers), Fatou Jatta, Anjali Choubey and Kishore Taplyal (Representative Officers). The meeting closed at around 20:00, after which participants mingled with food and drinks. Details of the meeting are provided below.

Agenda and minutes of the UiODoc AGM 2024

Date and time: 28 May 2024, 17:00 - 20:00

Place: U1 Bar-cafe

Present from UiODoc board: Roxana, Anjali, Karl-Henrik, Louie, Reetika, Holi

Agenda

17:00 Registration of participants

17:43 Opening of the meeting
 Chair: Roxana
 Minutes: Anjali
 Presentation of UiODoc Presented by Roxana
 Approval of the agenda: Approved by all attendees

Roxana asked for consent for posting pictures on social media verbally:
The audience agreed

17:46: Presentation of the annual report

Presentation of 2023 activities and plans for 2024 Presented by Roxana
Presentation of financial report and budget Presented by Roxana
Changes in statutes: Secretary to Vice President, approved by all attendees
Representative to Representation Officer: approved by all attendees

18:48. Election of the board 2024-2025

Election of vote counters: Used *Mentimeter* for voting

Presentation of UiODoc board roles and tasks: Presented by board members

Nomination and election of candidates for each role

President:

Nominated: Karl-Henrik Storhaug Reinås

Elected: Karl-Henrik Storhaug Reinås

Vice-President:

Nominated: Mochan Mishra, Naheeda Hamza

Elected: Naheeda Hamza

Treasurer:

Nominated: Johannes Sørby Heines

Elected: Johannes Sørby Heines

Event Officers:

Nominated: Qingqing Shao, Louie Wang

Elected: Qingqing Shao, Louie Wang

PR Officers:

Nominated: Tianfang Yang, Seo Young

Elected: Tianfang Yang, Seo Young

Representation Officers:

Nominated: Fatou Jatta

Elected: Fatou Jatta, Anjali Choubey, Kishore Taplyal

19:15: Open discussion

Topic: Can we have an open/public board meeting?

Feedback: This gives a better idea to all members of what each role represents and helps them decide if they are interested in any executive board member roles.

Topic: What level of Norwegian language is needed to be a part of the board? Feedback: Basic knowledge of Norwegian is sufficient. One can ask for meetings in English and use a translator app to check documents. Roxana: Shared her experience, it is better to understand Norwegian but not being able to speak is fine. Reetika: If understanding and speaking Norwegian is a must in a meeting, a Norwegian-speaking deputy could join the meeting with the president and vice president. Karl-Henrik: English translation of the minutes of the meeting can be requested.

19:32 Closing of the meeting

Mix and mingle

The meeting ended at 20:00

3.2.2 SiN Annual General Meeting

Date: 23 November 2024

Time: 09:00 -17:00

Place: Oslo and digitally

Attendees

- All SiN 2024 Board members: Ingvild Bergom Lunde (president), Karl Henrik Storhaug (head of government relations), Dimitris Polychronopoulos (Eurodoc liaison), Abdelrahman Talat Ahmed Abdelaal (treasurer), Ali Alkaraly (head of communication), Claire Degail (vice president).
- From member organizations: Angelos Bouchouri, Rasmi Krippendorf, Kamil Piotr Szura, Shannon Moore, Farhan Khaliq Awan, Davit Gigilashvili and Gabriel Szalkowski, Tianfang Yang, Qingqing Shao, Ellis George (online), Joan Pla Vivóles, Naheeda Hamza (online), Fei Song (online), Charlotte Nilsen (online, Charlotte left earlier), Ionnis pappas (online).

I-Welcoming new members

VIDDoc, representing VID Vitenskapelige høyskole, is joining as a provisional member without any objections. They plan to finalize their statutes by January.

Additionally, Farhan and Joan introduced the PhD-forum at ØUC (Østfold University College), which is set to become a new member this year (end of 2024).

15 minutes pause

III-Activity report and presentation of SiN

1-Presentation of SiN strategy and summary of 2024

Ingvild presented the strategy of SiN, highlighting its creation in 2003 and its core functions. SiN serves as a representative body for PhD candidates and postdocs, encompassing a wide range of organizations. It represents nearly all institutions that offer doctoral programs.

Since SiN's inception, there has been a substantial increase in the number of PhD candidates, thereby expanding the scope of individuals that SiN represents.

SiN strategy in 2024: concerns

- 15% of these who started their PhD between 2010-2016 finished their contract in time
- Only 1 in 5 postdoc recommend young researchers an academic career
- Temporary positions increase faster than permanent positions
- Risk of negative mental health

Inspirations

- Reducing the unnecessary adversity, managing geopolitical crises and their impact on researchers.
- Creation of movements such as movement for a free academia
- Inner motivation and academic freedom
-

How SiN has worked

- Monthly SiN board meetings
- 3 quarterly member meetings, AGM, newsletters
- Media work
- Government consultations
- Representations in meetings
- Eurodoc
- Collaborate with relevant actors (Maria Toft in Denmark, other organizations for young researchers)

Ingvild also presents an overview over the articles in the media SiN has contributed or reacted to.

2-Eurodoc

Dimitris provided an overview of Eurodoc, detailing its membership, organizational meetings, and working groups. He emphasized that any early career researcher can join a working group, which typically consists of 3 to 6 members.

One notable achievement from the working group on open science is the f1000 research initiative by Taylor & Francis. This initiative promotes transparency by allowing individuals to see the reviewers of a submitted paper, making the review process open.

Discussion points within Eurodoc include addressing discrepancies between countries and strategies to prevent brain drain.

Attendees to AGM also take the occasion to debate the new language policies in Norwegian universities and what difficulties it raises: discrepancies between universities extending contracts and those who do not know, increased costs of non Norwegian speakers that might lead to universities not wanting to recruit as many foreign phd candidates.

3-The landscape of the local organizations

Vice president discusses:

- Who are the local organizations
- How we communicate with them

Attendees report difficulties with Slack, recommendations are raised to use metrics as a replacement for Slack, Discord and Signal are also mentioned.

4-Outreach and communication

Chair of communication present communication canals and highlights:

- Communication conducted through X, linkedin, facebook and SiN Website
- Presentation of data on engagement: Engagement up and down with Linkedin, people's interests in the website, demographics
- Recommendations for the next board: more focus categories, video content, paid ads

AGM attendees suggest moving from X. Linkedin commented to be hard to find organizations through.

5-Government relations and movement for a free academia

It is becoming easier to move to university status from university college status/less requirements to be a university. SiN board members are unsure what it means for SiN

Head of government relations presents work conducted this year (consultation statements and meetings):

Consultations

The most engaging consultations statement this year has been the consultations statements for language requirements. The SiN board wonders how to increase engagement with the consultation statements in general.

Ongoing consultation statements:

Karl Henrik goes through the previous consultation statements written by SiN and the different points of the ongoing consultations statements:

-The current government aims to restrict temporary positions. While PhDs might be exempt due to their dual role as “in training” and as employees, postdocs are unlikely to be covered by these exemptions. This could potentially make recruiting PhDs and postdocs more challenging.

-SiN has also raised concerns about the policy requiring students to pay to retake exams they have already passed.

Universities Norway/Universitets- og høyskolerådet (UHR)

Karl Henrik presents the collaboration with UHR, which regularly invites SiN to meetings.

Non governmental: Movement for a free academia

Ingvild presents the *movement for a free academia* and Maria Toft in more detail, its core message of “Please do not steal my work” and the movement’s concerns about harassment in academia.

III-Past expenses and financial statements

Treasurer goes through the 2024 expenses:

- Income: 400000 NOK from government, 33000 NOK from membership fees
- Expenses: 430000

Treasurer also suggests several budget options for the year 2025:

-Keeping the budget at its current level

-Treasurer also suggests applying to extend fundings and enable recruitment of a general secretary (80% position) and paid 20% position for the leader.

Treasurer mentions the ongoing conversation with the tax offices asking for a tax repayment of 100 000 NOK. The tax office argues that SiN board members are getting a salary and that SiN works as a trade union. We have to pay 4 years of unpaid fees. Depending on the outcome, the current board could leave between 0 and 100000 to the next board.

Treasurer explains that every year, SiN needs to make a report to the auditor about what has been spent. He also presents the reimbursement form for AGM participants

Suggestions for next year: change in the statutes, redefine SiN to make sure we are not an interest organization: allow non organizational members, who are not necessarily PhDs/postdoc?

IV SiN Priorities for 2025

1-Looking at the PhD defined as a student, researcher and as an employee, and what difficulties it can bring

Board 2023:

University act: Student

Employee law: Employee

Research act: Researcher

2024 continued this philosophy while trying to be more positive

In 2025, we are also facing the following changes and questions

- We have had an increase in PhDs, what will happen to PhDs in the future?
- What will happen to international PhDs? What will happen to the current PhDs when there will be less fundings? (ex no more contract extension before defense?)
- Is less recruitment of PhDs good or bad?

2-Optimizing SiN: How effective are we at representing the interests of our primary stakeholders?

Board members have to redo/relearn the same system every year. This raises question on what could be done differently:

- Should we adopt longer term strategies?
- Should local leaders be part of the board?
- Should we have full time/part time positions?
- Should we have a general secretary role?

3-Create stronger bonds with members organizations

Could SiN help to organize local events?

4-Influence work, get into politics

- Cooperate with political parties
- Cooperate with unions
- Arendalsuka: be more present at forums where organizations and people are competing for money

5-Diverse/summary

- Tax
- Communication with member organizations

- Career path
- Phd ombud
- Language requirement
- Government tax
- National PhD course platform
- Supervisor ethics norms
- Etc.

Some members suggest increasing presence of SiN in other institutions

General Questions

Communication with local organizations

- Should SiN be using more emails? (email of the local organizations, email of the local president, email of the local vice president as well?)

Communication within each organization, how to contact members at local levels?

- TODOS is having difficulties with the email list of PhDs that is not being updated. DION explains having a newsletter sign up on its public website.

IV Elections

President position: Karl Henrik only candidate for president position. Also nominated by the nomination committee. Explains previous positions in student associations. He was also head of government relations. **Karl Henrik Storhaug elected**

Vice president: Claire only candidate for vice president position (Karl Henrik also applied but was elected before). Claire was nominated by the nomination committee. Claire has previous experience as Vice president of SiN. **Claire Degail elected**

Head of government position: Kamil only candidate for Head of government relation. Interested in gender and inclusivity in academia. Nominated by the nomination committee. **Kamil Piotr Szura elected**

Treasurer position: Fei Song and Angelos Bouchouri. Both nominated by the nomination committee and have previous experience as treasurers. **Fei Song elected**

Eurodoc liaison: Naheeda and Una are the two candidates. Both nominated by the nomination committee. They have previous experience in university administration or association. Both of them are traveling at the moment and experience multicultural settings. **Naheeda Hamza elected.**

Communication: The nominated candidates were not there, two candidates from the attendees decided to run for the elections (David and Joan). Davit has previous experience as head of

communication. Joan Pla Vivoles has a background in Journalism and as a WordPress webmaster. Now is researching alternative social media.

Davit Gigilashvili elected.

SiN 2025 board members: Karl Henrik Storhaug, Claire Degail, Kamil Piotr Szura, Fei Song, Naheeda Hamza, Davit Gigilashvili

Advisory board: Dimitris Polychronopoulos, Ingvild Bergom Lunde, Joan Pla Vivoles are elected to the advisory board.

Notes

Suggestion for the next year: develop in the statutes what happens if we have an even number of votes between two candidates?

More about the AGM and the election of the SiN Board can be found on their [website](#). Karl Henrik and Naheeda Hamza from UiODoc were elected in the SiN board as President and EuroDoc Liaison Officer.

4. Board workload

The board workload amounts to more than 1100 hours per year, broken down as follows.

Activity	Sub-activity	Hours breakdown	Hours per year
Strategic activities			
Meeting with rectorate	Biannual meetings with the rectorate: - Set up meeting - Prepare agenda - Prepare presentation <i>Main responsible board members:</i> President, Secretary	5h / meeting (incl. preparation) x 2 meetings	10 h
Representation in forums	Research committee <i>Main responsible board members:</i> Designated board member – in 2023 a representative officer	4 h / meeting (incl. preparation) x 10 meetings	40 h
	Forum for researcher education (FFF) <i>Main responsible board members:</i> Designated board member – in 2023 a representative officer	2 h / meeting (incl. preparation) x 5 meetings	10 h
	Central electoral committee <i>Main responsible board members:</i> Designated board member – in 2023 a representative officer	2.5 / meeting (incl. preparation) x 4 meetings	10 h
Temporary staff representatives collaboration	- Contact temporary staff representatives - Hold individual meetings <i>Main responsible board members:</i> Representative officers	4h/meeting x 3 meetings	12 h
Meetings with various stakeholders	Responsibilities: - schedule meeting, prepare for meeting, have meeting, update internal documentation <i>Main responsible board members:</i> President, Representative officers	3 h / meeting x 3 meetings (MatNat administration, MedDocs, Uniforum) 5h – Career development meeting	15 h

SiN collaboration	- Attend quarterly meetings (prepare for meeting by reading and adding points to the agenda, attend the meeting, take actions as a consequence of the meeting such as send resources to SiN/other member organizations) <i>Main responsible board members:</i> President	3h / meeting x 3 meetings	9 h
	- Communicate with other local organization leaders (email, slack channel) <i>Main responsible board members:</i> President	1h / month x 10 months	10 h
Consultation statements	Normally we receive several consultation statements per year. None was received in 2023.	-	-
Survey	Analyze the results: - Identify interesting findings (analyze over 100 plots) - Analyze hundreds of open ended comments - Prepare presentations with selected data <i>Main responsible board members:</i> Self-elected board members	5 h / member x 4 members	20 h
Promoting UiODoc	Social media promotion: - Creating engaging stories on social media platforms (IG, Fb, X, LinkedIn) and ensuring continuous follow-up to boost event visibility. - Producing polls and other interactive posts to engage members. Note: events social media promotion accounted for separately. <i>Main responsible board members:</i> PR officers	0.5 h / week x 44 weeks	22 hours

	Introducing UiODoc at various courses - Preparing and sending presentation - Presenting UiODoc at event/course <i>Main responsible board members:</i> General board members	2h / event x 5 events	10 h
Sending mass emails	Sending mass emails: - Requesting email addresses of PhD and Postdoctoral candidates - Create the email text (En, No) - Send email through form once addresses acquired <i>Main responsible board members:</i> Secretary	3h / email Note: we can send 4/year and we sent 2 in 2023	6 h
Newsletter	Write and send the newsletter: - Collect events relevant to all our members, write the newsletter, send it out through the mailing list <i>Main responsible board members:</i> Secretary	3h / Newsletter x 9 newsletters	27 h
Member inquires	Email inquiries <i>Main responsible board members:</i> President, Secretary	1.5h / week x 44 weeks	66 h
	Social media inquires <i>Main responsible board members:</i> PR officers	2h / month x 10 months	20 h
Events			
Events organizing	Organizing the PPBC series: - Before the event: finding speakers, booking venues, ordering catering, creating promotional materials and promote the event on our social media - At the event: setting up the space (eg. moving tables, setting	10 h / PPBC event x 9 events	90 h

	up presentation), receiving and setting up catering, facilitating the event - After the event: Updating internal documentation, sharing reflections with the board Note: event promotion is considered separately. <i>Main responsible board members:</i> Event officers, PR officers		
	Organizing the PPAT series - Usual event organizing activities (see above) <i>Main responsible board members:</i> Event officers, PR officers	10 h / PPAT event x 2 events	20 h
	Organizing the social events - Usual event organizing activities (see above) <i>Main responsible board members:</i> Event officers, PR officers	10 h / social event x 3 events	30 h
	Organizing the AGM: - Usual event organizing activities (see above) except those related to speakers (UiODoc members a - Special activities: preparing the AGM presentation of the annual report, send out mass email, organizing the election, organizing meetings with interested candidates <i>Main responsible board members:</i> Event officers, PR officers	20 h	20 h
Board operation			
Board communication	Board meetings	3h / meeting x 10 meetings x 10 board members Note: transition meeting accounted separately	300

	<i>Main responsible board members:</i> All board members Note: transition meeting accounted separately		
	Email/slack communication - Check email/slack channels - Provide input to board member questions <i>Main responsible board members:</i> All board members	0.5 / week x 44 weeks x 10 board members	220
Board transition	Individual transition meetings for all roles joined by all new and old board members. <i>Main responsible board members:</i> All old and new board members	1.5h / meeting x 16 board members Note for 2023: There was an overlap of 4 board members between the 2022/2023 and 2023/2024 boards.	24 h
	General transition meeting <i>Main responsible board members:</i> All old and new board members	3h meeting x 16 board members	48 h
Board management	Responsibilities: - Keep track of all board goals - Facilitate board communication - Make sure all activities are done in time (by assigning tasks, sending reminders, supporting or taking over if necessary) - Create agendas for board meetings <i>Main responsible board members:</i> President	5h / month x 10 months	50
Finances	Maintaining an overview of finances: - Maintaining contact with financial administration - Requesting financial overviews periodically (transactions) - Overlapping transactions with our internal tracking to get an	4 h / month x 10 months Note: July and August have reduced activity	40 h

	accurate view of our spending <i>Main responsible board members:</i> Treasurer		
	Preparing data for financial sections of the annual report <i>Main responsible board members:</i> Treasurer	5 h	5 h
Annual report	Write annual report <i>Main responsible board members:</i> President, Secretary	10 h president 10 h secretary 2.5 h / other board members x 8	40

Note about number of months used in calculations (10): July and August have reduced activity. Same explanation for 44 weeks considered.

The “main responsible board members” refers to roles generally associated with the activities. All board members have their own individual tasks for which they are responsible. In case of their absence, tasks are temporarily taken over by other members when they cannot be fulfilled by the main person responsible, with the president taking over if no one else has the availability. We consider that the workload is split evenly between all board members besides the president, and that the president has double the workload with regards to other board members. Historically, this is the split that has been considered when requesting compensation, and we have been using 40% of our budget to compensate the board, with 1/11 of that budget going to each board member besides the president, and 2/11 of that budget going to the president.

5 Financial statement

UiODoc entered 2024 with a surplus of 173 426 kr, originating in unused funds from the covid-19 pandemic. Over the year 2024, UiODoc was allocated 295 000 kr from UiO. The following paragraphs break down the use of this funding. At the end of 2024, a surplus of 113 827 kr was transferred to 2025. Some expenses were also transferred across the new year. The balances and transferred expenses are shown in figure 5.1.

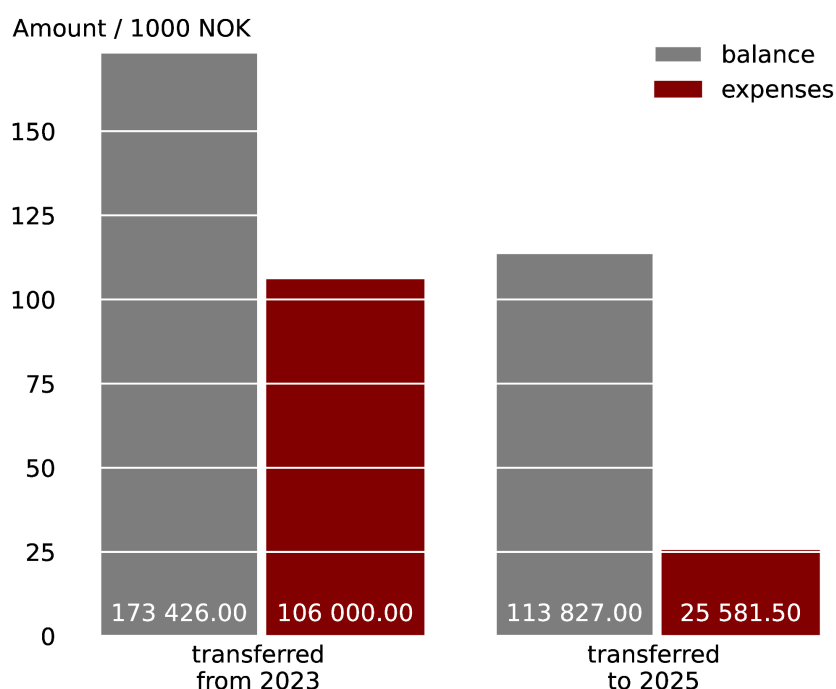


Figure 5.1: Balance at the start and at the end of 2024, along with transferred expenses.

Of the expenses transferred from 2023, 100 000 kr corresponds to an invoice correction for the survey conducted in 2022–2023, and 6 000 kr to an invoice correction from SiN. The expenses transferred to 2025 are normal operational expenses for which the payment had not been registered by the new year. These are included in the numbers presented in the following. Figure 5.2 shows an overview of the expenses incurred in 2024, table 5.1 gives a more detailed breakdown.

The contract between UiODoc and UiO stipulates 40% of the allocation may be used for compensation of board members. The compensation amount is calculated for the board period June–May based on the allocations for each year. For the 2023–2024 board this amounted to 109 954.69 kr, of which 96 366.90 kr were paid to the board members after the employer's national insurance contributions (arbeidsgiveravgift).

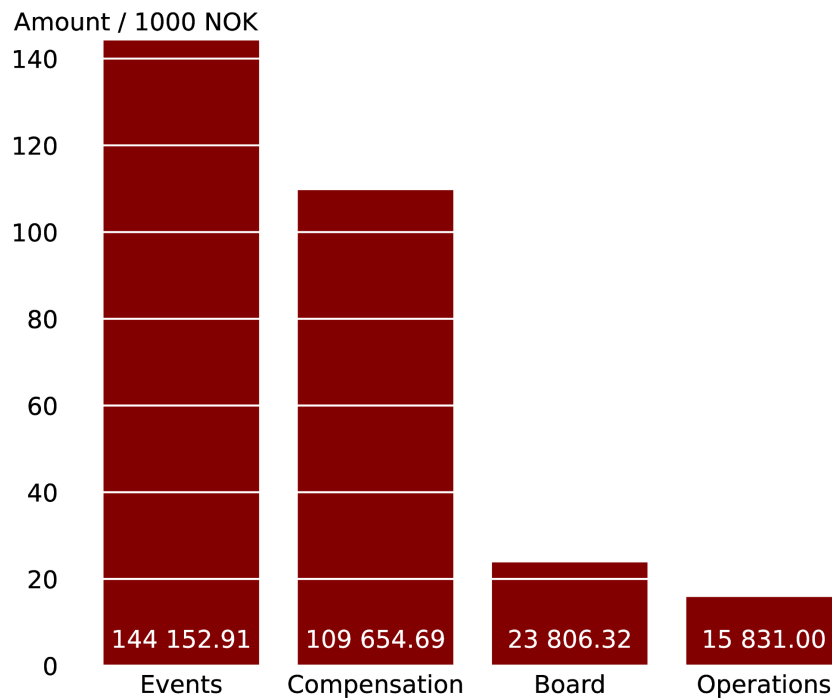


Figure 5.2: Overview of expenses incurred in 2024, by category.

Table 5.1: Breakdown of the expenses incurred in 2024.

Category	Description	Amount / NOK
Events	PhD & Postdoc Dinner Club	51 901.91
	Folk dance event	43 010.00
	Christmas event with ISMO ¹	49 241.00
Operations	AGM ²	8 341.00
	Meeting with temporary employee representatives	1 490.00
	SiN membership fee	6 000.00
Board	Board meetings	14 431.32
	Board transition dinner	5 901.00
	Internal Christmas event	3 474.00
2023/2024 board compensation		109 954.69
Total		293 744.92

¹ ISMO will pay 25 000 kr of this expense, this will be received in 2025.

² We were not invoiced for the AGM catering, as compensation for repeated mistakes by the company.

Part II: Plans for 2025

6 Planned strategic activities

6.1 Membership

6.1.1 Reaching out to our new members and maintaining contact with old members

So far we are introducing UiODoc to new members at the ISMO welcome breakfast events and at the introductory PhD courses of the Faculties of Social Sciences and Medicine. We also send up to four mass emails a year, through which we try to reach out to new members. We are also mentioned in some onboarding resources, but this varies across faculties and departments.

In order to reach out to more new members we plan to initiate communication with more introductory course responsables and present at more Faculties introductory courses (besides the Social Sciences and Medicine). We also want to discuss with temporary staff representatives towards more common onboarding resources (that could include information about UiODoc).

We are actively working on expanding our social media presence to reach both new and existing members, fostering continuous engagement with our members. Since 2023, we have initiated our presence on LinkedIn and aim to grow our following on this platform. Additionally, we will maintain our presence on established platforms such as Facebook, X, and Instagram. To further enhance member interaction, we plan to utilize features like Instagram polls to gather input. Moreover, we intend to highlight the diverse work of the UiODoc board in addition to event organization, as our current social media content primarily focuses on event updates. We want to be more transparent with regards to the representation work we are doing in the UiODoc board and plan to start creating webpages and uploading the materials we are using when representing our members, in the [representation section](#) of our website. We will also be raising awareness of these activities through our social media platforms.

6.1.2 Communication channels

We plan to use our full quota of 4 mass emails in 2025. We also want to continue sending monthly newsletters. Besides these, we wish to increase our social media presence, particularly on LinkedIn which we just established in 2023. We will do so by continuing our strategies until now, such as posting relevant events and information, but we will also increase public awareness on the representation work done by UiODoc. We wish to create webpages on our website regarding different representation efforts (participating in various forums or having meetings with important stakeholders), and we want to share those on social media as well. This will be important in increasing our social media presence, but also in being transparent about the type of work we do in the UiODoc board and how we represent our members.

6.2 University of Oslo

In 2025, 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.

6.2.1 Meetings with the rectorate

We plan to maintain our biannual meetings with the pro-rector, in which we will discuss relevant issues at the time being. We will be using the input from our members, gathered through the survey and other channels to support our position in this meeting. We plan to maintain the same schedule of meetings, with a meeting in the Spring semester, perhaps around April, and a meeting in the Autumn semester, around November. The president and secretary/vice president are planned to join the meetings, with the responsibility of creating the agenda and resources for the meeting falling on the president.

6.2.2 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.

Topics that UiODoc will be particularly concerned with are the new white paper on the research system and the regulations for appointment as teaching and research staff in higher education. UiODoc will stay in dialogue with the research committee on how we can implement changes to promote the well-being and academic achievement among our members based on our survey results. In the seminar on PhD education we will promote the importance of a healthy relationship between supervisors and PhD students.

6.2.3 Forum for researcher education (FFF)

UiODoc is formally invited to all the FFF meetings, and it would be preferable to have the capacity to attend more of these meetings. Due to our restricted capacity in the board on Norwegian speaking board members, it will still be a challenge if we do not recruit more Norwegian speaking board members at our AGM in May. To make sure that our connection with the FFF remains stable, it's essential that UiODoc is invited to the meetings and has access to the agendas.

6.2.4 Central electoral committee

Although the Central Electoral Committee's objective is primarily technical, we recognize a significant strategic opportunity in providing more tailored and informative election information to our members. As representatives and deputies of temporary staff within the election committee, we advocate for considerations such as gender balance among candidates and balanced representation across faculties. Throughout 2023, we actively participated in three meetings with the electoral board, incorporating feedback gathered from general meetings with PhDs, Postdocs, and temporary staff into committee discussions. These meetings with the electoral board involve verifying candidates' eligibility for election participation. Our paramount focus remains on ensuring gender balance and empowering us to advocate for increased representation of female candidates in university elections. For instance, last year, we (representative officer from UiO) successfully advocated for a one-week extension of the nomination deadline to encourage more applications.

6.3 Temporary staff representatives

UiODoc will continue to initiate dialogue with temporary staff representatives. We plan for this to be done in a more efficient manner, such that the role of the representative officers can be modified to accommodate survey-related tasks. More on this can be found in [Section 9. Board structural changes](#).

6.4 Other collaborations

UiODoc plans to continue and develop the collaborations described in [Section 1.4](#) throughout 2024. UiODoc will also be on the look for new opportunities and collaborators to fulfill its strategic goals.

6.4.1 *International Staff Mobility Office (ISMO)*

The ISMO welcome breakfasts will remain an important venue to reach out to our new international members, as done 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.

6.4.2 *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 maintain communication with each of these unions through informal dialogue on what issues that are in the interest of PhDs and Postdocs they can work on together. We also plan to organize a Meet & Greet event with them in 2024.

6.5 Stipendiatororganisasjonene i Norge (SiN)

6.5.1 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 2025, 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.

6.5.2 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 2025, for example topics like mandatory Norwegian courses for temporary research staff. UiODoc will continue to provide input on any consultation statement or proposal for action that SiN distributes to its member organizations.

In 2024, we had a survey working group of self-appointed members to perform further data analysis, and besides this a lot of the presentation workload was taken over by the president. In order to make sure yearly surveys are feasible and there is the board capacity to account for this increase in efforts, we are planning to make structural changes in the board as described in Section [10. Board structural changes](#) and define the new roles adequately before the 2025 AGM such that the 2025-2026 Board can start with this new structure and hence have the capacity to release a survey in the second half of 2024.

7 Planned events

In 2025, we are planning to continue our regular series of career-oriented events and activities. In summary, the events planned for 2024 are as follows:

1. *PhD and Postdoc Dinner Club*: In response to the early scheduling of PPBC events, we've decided to launch a new dinner club series. These events will feature discussions on new career-oriented topics, providing an enriching and engaging experience for all participants. See [Section 7.1.1](#) for more details.
2. *Norwegian Folk Dancing*: This social event will host a folk dancing performance as well as a dinner and some dancing lessons. More details in [Section 7.1.2](#).
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 [Section 7.1.3](#).
4. *Meet & Greet event with the unions*: This event will bring together UiODoc members and Unions we are collaborating with. More details in [Section 7.1.4](#).
5. *Christmas Party*: This has been our most popular social event, and we plan to continue organizing such enjoyable activities for some fun and networking alongside dinner. More details in [Section 7.1.5](#).

7.1 Events planned by UiODoc

7.1.1 *PhD and Postdoc Break fest Club (PPBC)*

UiODoc will continue to organize monthly talks primarily focused on providing career advice for PhD candidates and Postdocs. Our aim is to invite speakers from diverse backgrounds who possess specialized knowledge relevant to our audience. Some of the topics scheduled for the 2025 PPBC series include:

1. *Norway's Health System*
2. *Balancing research and family, PhD/Postdoc version!*

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

7.1.2 *Norwegian Folk Dance Social Event*

As it was a big success among participants in 2023, but could not conduct it in 2024, we have therefore decided to organize this social event again during 2025. We hope that we will be able to hold this event in spring of 2025. 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.

7.1.3 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. 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.

7.1.4 Meet & Greet event with the unions

To strengthen our collaboration with the unions, as well as to raise awareness about the existence of unions and their role in Norway for temporary academic staff, we plan to organize a Meet & Greet event with the unions such as the ones we had in 2022 and earlier. We plan to do this in the second half of 2025.

7.1.5 Christmas Party

The Christmas Party has consistently stood out as the highlight of our social calendar, attracting significant participation and enthusiasm among our participants. We hope to maintain our collaboration with ISMO in co-organizing this event, as we share overlapping interests in attracting international researchers. As we move forward, we are dedicated to upholding this cherished tradition by orchestrating a diverse array of captivating activities that promote both enjoyment and networking opportunities. The event will be complemented by a delightful Christmas dinner, ensuring a memorable and festive experience for all attendees.

8 Meetings

8.1 Monthly Board Meetings

The Board will continue with monthly Board Meetings in 2025. The meetings were held every month in 2024 (except in May, when the AGM was held and July and December due to holidays). We hope to continue with a similar regularity 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 agenda 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.

8.2 Annual General Meeting

In 2025, the Annual General Meeting (AGM) will take place in May. It was decided by board 2021-2022 to keep AGMs every spring semester, and we plan on continuing that.

8.3 Transition meeting

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 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.

9. Board structural changes

In order to ensure that we have the capacity in the board to perform annual surveys, we want in 2025, we wish to redefine the description of the role to responsibilities such as:

- Represent UiODoc members in various forums and meetings with the administration.
- Maintain contact and gather input from temporary staff representatives. This is to be done through a general biannual meeting with temporary staff representatives and email contact.
- Gather input from UiODoc members through annual surveys, as well as social media polls and other similar tools.
- Synthesize member input and use this information in representation.

Hence, the representation officers will have more clearly defined duties, they would gather input from the members by conducting annual surveys, and then use this information as representation in different forums. To account for this increased workload, we plan to make the communication with temporary representative staff more efficient and organize meetings with all temporary staff members twice a year, instead of having individual meetings with the temporary staff representatives.

10 Budget

The budget for 2024 was estimated based on the total expenses of 2023, considering approximately the same event costs (even though we have been increasing our event activity and event expenses are also increasing). We have also considered the same board running costs as in 2023, and the same SiN fee. We have additionally considered supporting UiODoc board members to travel to the SiN AGM, similar to 2022 (if it is not virtual as in 2023), and also costs for conducting a survey, estimated as the cost in 2022. As we explained in this report in multiple sections, we wish to conduct such surveys annually, as the gathered data greatly supports UiODoc in our representation efforts. These expenses amount to 449 000.

The total income for 2024 equals to 458 735 NOK (Table 11.1) while the tentative expenses sum up to 449 000 NOK, which leads to a balance of only 9 735 NOK at the end of 2024 (Table 11.2). If our event associated costs increase compared to 2023 (which is what we would expect), we will most likely reach a negative balance at the end of 2024.

10.1 Income

Table 11.1: Calculations for the income of 2024.

Type	Description	Amount (NOK)
	Annual Budget 2024	285 310
	Budget Surplus 2023	173 425
Total income 2024		458 735

10.2 Tentative expenses

Table 11.2: Approximate calculations for the expenses of 2023.

Type	Description	Amount (NOK)
Board Compensation	Board compensation 2023-2024	114 000
Event expenses	Organization of courses and events	250 000
Board running costs	Board meetings, transitions, team building etc.	44 000
SiN expenses	SiN membership 2024/2025	6000
	Travel to SiN AGM	8 000
Survey	Survey infrastructure	27 000

Total Cost 2024	449 000
Final Balance 2024	9735

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 stipendiater, 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 tilstrebes 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 årsøte
- 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 utnevnelse 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 høringsintans 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