

•UiODoc



UIODOC ANNUAL REPORT 2016

1 Contents

1. BACKGROUND	3
2. EXECUTIVE SUMMARY	4
3. UIODOC BOARD STRUCTURE.....	5
4. ACHIEVEMENTS IN 2016.....	6
4.1 RENEWED FINANCIAL SUPPORT FROM UIO	6
4.2 PARTICIPATION IN UIO STRATEGIC ACTIVITIES	7
4.3 NATIONAL-LEVEL COLLABORATION: SiN	9
4.4 ACTIVITIES TARGETING REPRESENTATIVES IN UiO BOARDS.....	10
4.5 COLLABORATION WITH THE UiO BOARD REPRESENTATIVE	14
4.6 ACTIVITIES BEYOND UiO CONTEXT	15
5. OVERVIEW OF ORGANIZED EVENTS	16
5.1 EVENT PARTICIPATION	17
5.2 GENERAL ASSEMBLY AND BOARD MEETINGS.....	24
6. BUDGET 2016.....	27
7. PLANS FOR 2017	27
8. ESTIMATED BUDGET 2017.....	29
9. APPENDICES	30
Appendix 1. UiODoc Statutes	30
Appendix 2. Contract between UiODoc and UiO.....	33

1. BACKGROUND

UiODoc - Interesseorganisasjonen for ph-d-kandidater, postdoktorer og andre midlertidig vitenskapelige ansatte ved UiO (www.uiodoc.no), is an organization working for the common academic, professional and social interests of PhD candidates (PhDs), postdoctoral researchers (Postdocs), and other academic staff employed on a temporary basis at the University of Oslo (UiO).

UiODoc's main aims are:

- To serve as a link between the University Administration and PhD candidates and Postdocs at UiO;
- To develop a common forum for PhD candidates and Postdocs at UiO;
- To contribute to the scientific and academic development of PhD candidates and Postdocs at UiO.

This Annual Report serves to document and to inform the represented group and the UiO leadership about the activities undertaken by UiODoc in 2016.

UiODoc was founded in 2003. Over the first years, UiODoc relied exclusively on volunteer work and sporadic financial contributions from UiO, through the support of specific events. Since 2013, as a result of a formal application for funding, UiO is supporting UiODoc financially. A new formal contract was signed in 2016 (Appendix 2), granting 250 000 NOK annually.

UiODoc collaborates closely with the PhD-organization at the national level, Stipendiatorganisasjonen i Norge (SiN) and local PhD-organizations at UiO Faculties and Institutes, namely: MedDoc: Faculty of Medicine; PhD Council at the Faculty of Law (Stipendiatrådet ved det juridiske fakultet); PsyDoc: Department of Psychology, Faculty of Social Sciences; PharmaDoc: Department of Pharmacy, Faculty of Mathematics and Natural Sciences.

2. EXECUTIVE SUMMARY

In 2016, UiODoc confirmed its important role as official organization representing PhD candidates, postdoctoral researchers and other scientific staff with a temporary employment in relation to the University of Oslo (UiO) management. By the end of 2016, UiODoc can list a number of achievements with regard to its aims, in particular:

- a) UiODoc had regular meetings with the University Management Team (Rektoratet).
- b) UiODoc has been recognized and consulted regarding various aspects of career development for fixed-term staff at UiO
- c) UiODoc is a stable organization that will be funded for the coming three years with a stable fund from the UiO budget.

Besides these strategic achievements, UiODoc continues to organize successful events that serve the needs of the represented group of employees (see overview of events, pp.16-17). We see a high interest and generally positive responses of participating PhDs and Postdocs in survey polls as a clear indication of the need for an organization such as UiODoc at UiO.

In 2016 UiODoc has continued a fruitful collaboration with the University administration, Karrieresenteret, SiN (Stipendiatororganisasjonene i Norge), local PhD associations at UiO faculties and institutes, and external organizations (e.g., Forskerforbundet). This shows that UiODoc is building and expanding an effective network. Of particular importance is the work started with SiN for the organization of the Eurodoc conference, hosted at UiO in April 2017. This strategic initiative will increase the visibility of UiO both internally and externally.

Internally, UiODoc was reinforced by the inclusions of new members that joined the Board at the General Assembly in May 2016. The organizational structure defined in 2015 was confirmed keeping the same roles to be distributed among board members.

In 2016 UiODoc also won the UiO Cultural and Social Activities Award (*Velferdsprisen*), an important recognition of all the work that UiODoc has put into improving the lives of temporary academic employees.

3. UIODOC BOARD STRUCTURE (at 31/12/2016)

<i>Board Position</i>	<i>Name</i>	<i>Affiliation</i>
President	<u>Sofie Høgestøl</u>	PhD Candidate, Faculty of Law
Secretary	<u>Jonathan Rizzi</u>	Postdoc, Department of Geosciences
Treasurer	<u>Mieke Louwe</u>	Postdoc at the Research Institute of Internal Medicine, Rikshospitalet/University of Oslo
SiN liaison officer	<u>Rachelle Esterhazy</u>	PhD Candidate, Department of Education, Faculty of Educational Sciences
UiO Board liaison officer	<u>Hege Cathrine Finholt</u>	Senior Lecturer, Department of Philosophy, Classics, History of Arts and Ideas
UiO Representatives Officers	<u>Désirée Treichler</u>	PhD candidate, Department of Geosciences, Faculty of Mathematics and Natural Sciences.
	<u>Parisa Afshin</u>	PhD Candidate, Department of Education, Faculty of Educational Sciences
Events Officer	<u>Magdalena Kersting</u>	PhD candidate, Department of Physics, Faculty of Mathematics and Natural Sciences
Public Relations Officers	<u>Tiago Pereira</u>	Postdoc, Institute of Theoretical Astrophysics, Faculty of Mathematics and Natural Sciences and
	<u>Georgios Kalantzopoulos</u>	Postdoc at the Centre for Materials Science and Nanotechnology, Department of Chemistry, Faculty of Mathematics and Natural Sciences.

4. ACHIEVEMENTS IN 2016

1. RENEWED FINANCIAL SUPPORT FROM UIO

During the last year, UiODoc signed a contract of permanent funding from the University of Oslo. This is an important milestone in securing the activity level of UiODoc in the future. The contract states that UiO is required to allocate 250 000 NOK for UiODoc annually from 2017, and that the amount is to be adjusted according to the consumer price index (*konsumprisindeksen*) every year. UiODoc may use up to 40% of the allocated resources for board compensation, and the rest for other activities (see details in the contract). The contract requires UiODoc to:

- Hand in a short yearly report by 15. April every year
- Provide a representative to the Forum for Research Deans, who participates actively.
- Provide representatives in UiO projects or initiatives needing a PhD or fixed-term employee representation. (For large and/or long assignments, additional compensation can be agreed upon for that specific assignment.)
- Function as a consultative body (*høringsinstans*) and discussion partner in issues on PhD education and interests;
- Contribute to providing relevant information from UiO to its target group.
- Contribute on for example information or startup meetings directed towards UiODoc's target group.

The contract also states that UiODoc should have access to infrastructure including UiO email addresses, booking rooms at UiO, webpages, a postal address and be able to send out e-mails for mass distribution of information relevant events at UiO. Changes to the contract must be announced 6 months in advance. For further details, see the formal contract attached as an additional document to this report.

2. PARTICIPATION IN UIO STRATEGIC ACTIVITIES

Research Dean meetings (*Forum for Forskningsdekaner*)

UiODoc are represented at the regular Research Dean meetings. The Forum for Research Deans is an advisory body for the University. The purpose of the forum is to ensure the quality of the University's research and innovation activities. The forum contributes so the aspirations of research and innovation are developed, realized and implemented. The forum is an arena for exchange of information and discussion between the University's academic leadership and the academic leadership of the individual Faculties. Meryl S. Lillenes attended three out of four meetings in the first semester of 2016: 10.02, 10.03, 12.04, 01.06. Many issues were addressed, including updates from various UiO activities, continuing the implementation of the Strategic Advisory Board (SAB) recommendations, advocacy of H2020, gender equality, UiO's innovation boost and revision of the Research Ethics Act. Other issues of major concern in 2016 from UiODoc's part include: strengthening the mentoring and leadership skills at UiO and career planning for PhDs and postdocs.

Regular meetings with UiO leadership team (Rektoratet) 2016

As expressed by the leadership, the invitation of UiODoc to these meetings emerged from a visible need for input and feedback regarding regulations, guidelines, support structures and facilities that UiO as an employer can and should offer to its temporary academic staff. It became clear that UiODoc is in touch with the needs and views of the represented group and therefore the leadership considers meetings such as these a functional way to identify problems, needs and opportunities to improve the work environment for these groups, and to enable high-level performance and further development. Consequently, UiODoc participate in regular meetings with the UiO leadership team, under the coordination of the Vice-Dean Knut Fægri and Pro-Rector Ragnhild Hennem once a semester. In 2016, UiODoc participated in two meetings: 16.03 and 07.06.

In the first meeting, UiODoc was presented by Meryl S. Lillenes and Crina Damsa. The main focus of this meeting was the cooperation agreement between UiODoc and UiO. Meryl S. Lillenes participated in two meetings (05.02 and 11.03) to prepare the contract and signed it 29.06.

In the second meeting, UiOdoc was presented by Meryl S. Lillenes and Rachelle Esterhazy. The main topics were: 1) presentation of the Eurodoc conference that is to be held at UiO in april 2017. The management was very positive of UiO hosting this event and suggested we contact relevant UiO support centers for assistance, 2) information on the new UiODoc board and new leader from 01.08: Sofie Høgestøl, 3) the career development initiatives have now been introduced and are implemented in UiO's annual plan. UiOdoc emphasized the importance of building career paths out of academia as 80% of the educated PhD's will need to take this road, 4) Vitenskapsombud: the mandate for the vitenskapsombud are being formulated and needs to be specified and concretized, UiODoc replied to this hearing and two vitenskapsombud were decided to be financed by the University.

The Administration remains very positive to UiODoc and communicated that UiODoc present an important reference group for input and suggestions in regard to the commitments and processes that UiO are in as well as in the ones to come.

Improving and planning the education in Innovation and Entrepreneurship at the University of Oslo.

Innovation is an essential part of the University's social mission. As a result of changes in the higher education law, the activity of innovation and commercialization at the University has picked up considerably over the last decade. Nevertheless, the University recognized that as an institution it still has a number of challenges and areas of improvement in this regard. The University are thus undertaking measures to strengthen the institution's efforts in innovation and commercialization, and to promote these activities better. Based on this, the *Rektoratet* initiated an innovation boost plan for the University including the development of an innovation platform and the establishment of a workgroup to assess the education in innovation and entrepreneurship at UiO.

Meryl S. Lillenes presents UiODoc in this workgroup and has attended the two meetings 12.05 and 30.05 so far. The groups assigned tasks and mandate is to 1) coordinate and develop the education on and the I & E environment for students at the University, 2) ensure that the University develops an education in line with the aspirations of Strategy 2020 that also addresses the needs and demands of I & E at a high professional level, 3) work for a good I & E environment for students and fellows at all Faculties and units at the University, 4) collaborate with external partners (Inven2, Oslo Tech, Startup Lab, etc.) to strengthen and facilitate students

and fellows exposure to innovation in practice and 5) to develop forms of collaboration with the industry to get impulses for teaching and facilitate practices proximity for students. Meryl S. Lillenes will follow up this work and report to and involve UiODoc further if necessary, as the work progresses.

3. NATIONAL-LEVEL COLLABORATION: SiN

In April 2016, SiN has won the bid to host the EURODOC Conference and General Assembly 2017 at the University of Oslo. UiODoc is acting as co-organizer and works in close cooperation with the national SiN board to organize this four-day event on 26.-29. April 2017. With help of UiODoc, SiN has raised funds of 420,000 NOK for the event.

The Eurodoc conference 2017 is themed “Open Science – Challenges and Opportunities for Early Career Researchers” and brings together a blend of Open Science visionaries, international experts and stakeholders relating to Open Science. Moreover, a number of high-profile speakers from Early Career Researcher associations from all around Europe are invited to Oslo, who will present best practices, personal experiences and ways forward to a more open academia. Amongst others, Torbjørn Røe Isakse and Ole Petter Ottersen will be among the presenters. For more information visit: <http://eurodoc-oslo2017.org>

Furthermore, UiODoc was involved in the following SiN related activities:

- UiODoc SiN liaison officer attending “Open Science Seminar” organized by SiN at University of Tromsø on 29 September 2016
- Preparation of joint board meeting of UiODoc and SiN scheduled for the 18 January 2017 at University of Oslo

Due to the high work load of organizing the EURODOC conference and AGM, no additional SiN related events are planned for spring 2017.

4. ACTIVITIES TARGETING REPRESENTATIVES IN UiO BOARDS

Summary

UiODoc aims at establishing closer ties with the representatives of temporary employees (hereafter called “temporary representatives”) in UiO’s institute and faculty boards. In 2016, contacts with other PhD organisations at UiO and with the central electoral committee, which also features a temporary representative, have been intensified. This led to the discovery of irregularities of the June 2016 election and subsequent repetition of the election. UiODoc again manually updated its internal database of temporary representatives. With the lack of a centralised overview, this still proves to be the only way to get in touch with temporary representatives at UiO. As from mid-2015, the course for board representatives is organised by UiO centrally without UiODoc being involved. UiODoc is concerned that information about the existence of this course does not spread out to the temporary representatives and that the course fee will prevent temporary representatives from participating.

Collaboration with the central electoral committee

UiODoc has established good contact with the central electoral committee at UiO. In 2016, UiODoc board members Mieke Louwe and Désirée Treichler represented UiO's temporary employees in the electoral committee board. As both were not re-electable, UiODoc was asked to help finding candidates for the 2016/2017 electoral period. Spreading this information through UiODoc's channels proved to be a suitable way to reach out to temporary staff. Among several qualified candidates, Felix Anker Klein and Simon Pettersen Nguyen (deputy) were elected to represent temporary staff in the central electoral committee as from autumn 2016. To foster mutual information exchange, UiODoc is in touch with Felix Anker Klein who also participated in the board meeting of 18.10.2016. The 2016/2017 electoral period is an important one as elections for both a new rector and the central UiO board will be held in spring/summer 2017.

Thanks to the ties between the two boards UiODoc discovered irregularities in the election of the temporary representative in the central UiO board, held in June 2016. On the board meeting following the election, it turned out that half of UiODoc's board members had not received an e-mail invitation to vote. One board member who had not received an invitation to vote, but who had been aware of the vote to take place, tried to vote

nevertheless upon which he received a warning that he was not part of the electoral register (*manntallet*), i.e. that his vote would not be counted. Further, the number of votes presented in the vote result newspiece was stated as 273 votes, corresponding to 19.54% of all votes in the electoral register - this would correspond to only ca. 1400 temporary employees eligible to vote at UiO. UiODoc forwarded this information to the electoral committee, who initiated further investigations. It turned out that a technical failure during the electronic retrieval of the electoral register from UiO's central database caused that ca. 1/3 of those eligible to vote were missing in the electoral register. This led to cancellation of the election results. In the new election following the cancellation of the first run, Hege Cathrine Finholt from the Department of Philosophy, Classics, History of Arts and Ideas, Faculty of Humanities was elected to represent temporary staff within the UiO board. The electoral committee has subsequently established routines to prevent such technical failure from happening again.

Collaboration with faculty representatives and other PhD boards

Contact with the temporary representatives in the faculty boards has been continued in 2016. Especially the collaboration with the temporary representative in the UiO board turned out to be very fruitful and beneficial for both sides. The previous UiO board representative Sofie A.E. Høgestøl is now presiding the UiODoc board, and collaboration continues with the current UiO board representative Hege Cathrine Finholt, elected in June 2016 and now associate member of the UiODoc board. On the board meeting of the 20 September 2016, UiODoc met with PsyDoc, the PhD organisation of the Department of Psychology. UiODoc aims at intensifying these contacts in 2017 and include also other PhD/PostDoc organisations at UiO (PhD council at the Faculty of Law, MedDocs, PharmaDoc).

Following last year's success, faculty representatives will again be invited to the board's annual (delayed) Christmas dinner that will take place in the beginning of 2017. The informal setting proved to be a good framework to get to know each other, provide a platform for new ideas and identify common causes.

Database of representatives of temporary employees in institute and faculty boards

In 2014, UiODoc established a database to reach out to the representatives of temporary staff in institute/faculty boards at UiO. Temporary representatives serve for one year at a time and names thus change frequently. UiODoc uses the database to distribute information to temporary staff. As in earlier years, the database has been updated in 2016 by manually searching the names of current board representatives on UiO's websites. To the best of UiODoc's knowledge, a centralised contact list for board representatives (including permanent staff and students) still does not exist at UiO. This makes it difficult to distribute information targeted to this audience (e.g., the course for representatives, see below). The current way of keeping track of temporary representatives is not satisfying as it is very labour-intensive, not sustainable since it depends on single people's effort, and does not foster information exchange or collaboration between representatives in different boards. Better established information channels could be beneficial in supporting the cause and views of temporary staff at UiO. Temporary employees are, naturally, less connected within UiO due to their shorter employment at the University.

Courses for UiO institute/faculty board members with short duty period

As of mid-2015, the *Avdeling for personalstøtte* at UiO has taken over the organisation of the course for members of UiO institute and faculty boards, following the task in UiO's HR action plan (*HR-handlingsplan; Diskusjonssak til Rektoratet, møte 5.12.2013*). In earlier years, UiODoc had co-organised several successful pilot courses together with the UiO board student representatives and the *Avdeling for personalstøtte* (see Annual Report 2015). The course framework and frequency (once a semester) are the same as in the pilot courses, and the courses are now open for all board members, not only those with shorter duty period (students, temporary employees; see background note below): <https://www.uio.no/for-ansatte/kompetanse/tema/ledelse/styreopplering/styreopplering.html>

To become a functional part of their board as quickly as possible, board members with short duty period (students, temporary employees) would benefit most from participating in such a course. However, during the pilot phase, both UiODoc and the student co-organisators had experienced difficulties in reaching out to their institute/faculty board representatives as these names/contacts are not stored in a centralised database (see above) and they change every year. To make sure that this target audience knows about the

course, UiODoc used to send out personal invitations to all representatives for temporary staff and their deputies. UiODoc is not sure how this information is distributed now. After the pilot courses in 2014/2015, there is also a course fee for all participants employed at UiO (i.e., all but students). While UiODoc supports that the *Avdeling for personalstøtte* has taken over the organisation of the course, we are concerned that it might be difficult for board members with short duty period to find out about the training offer. The course fee (as any other administrative barrier) severely increases the threshold for the temporary employee's representatives to participate in the course as they might be afraid of causing administrative chaos or ending up paying the fee themselves.

UiODoc's concerns are largely based on the record low attendance of the September 2015 course compared to the pilot courses earlier (see Annual Report 2015) and the perceived low visibility of the training offer in 2016. None of the UiODoc board members who are part of an institute or faculty board at UiO has received information about the training. UiODoc did not contribute to the course for board representatives in 2016 and does therefore not know how many temporary staff representatives participated this year.

In summary: UiODoc welcomes the fact that the *Avdeling for personalstøtte* has taken over the course organisation and that this useful course has been opened up for all board members. On the other hand, the course is now less targeted and also less attractive for board members with short duty period who are most in need of fast and effective board training. UiODoc would be happy to help making the training better available for their representatives in UiO's institute and faculty boards.

Background: *The temporary employees' representatives and student representatives serve for one year at a time in UiO's institute/faculty boards, whereas other board members serve for a four years period. At the same time, both temporary employees and students have less knowledge of the processes, challenges and strategies at UiO. There is therefore a special need for this target group to learn about both the tasks and role of their respective board, and their own role and possibilities therein – and this within a short time after election in order to be able to perform their role optimally.*

Future plans and challenges

- Information flow: Reaching out to the temporary representatives and, generally, to the target group. This is UiODoc's most challenging task;

- Continue strengthening ties with the temporary representatives, in particular faculty representatives. How can UiODoc be a resource for the representatives and other UiO boards and organisations? How can we collaborate and profit from each other?
- Representatives course: how to make the course again more accessible and attractive for temporary representatives?
- Reaching out to the representatives: replace the manually updated, internal database with a centrally managed system/list – as for the non-existing email list for all temporary employees (except for PhDs).

5. COLLABORATION WITH THE UiO BOARD REPRESENTATIVE

UiODoc continued its close collaboration with the UiO Board representative for fixed term employees, who is also affiliated to the UiODoc Board. Since autumn 2016, Hege Cathrine Finholt has taken the place of Sofie A.E. Høgestøl who is now president of UiODoc. Following her election, UiO Representatives Officer Désirée Treichler and President Sofie A.E. Høgestøl met Hege Cathrine Finholt and she also joined UiODoc's first board meeting this autumn. The ongoing collaboration consists of regular discussions on topics of interest for the fixed term employees, views of UiODoc on matters discussed in the UiO Board and initiatives regarding matters of importance for fixed term employees at national level. The most important aspects of this collaboration are summarized below.

Perspectives on career development

In the fall of 2016 UiODoc, together with the Young Academy of Norway, conducted a survey aimed at mapping the career aspirations of early stage researchers in Norway. The survey was conducted via e-mail and garnered over 840 respondents. The results of the survey were published by the Academy in a policy report ("[Når usikkerheten rår](#)"), and in an op-ed in Aftenposten together with Sofie Høgestøl ("[Karriereusikkerhet tærer på unge forskere](#)").

Based on the survey results, UiODoc and the Academy then hosted a debate on research leadership and career paths for young scientists on the 29th of November 2016. Sofie Høgestøl moderated the debate and the debate panel consisted of Svein Stølen (coming rector of UiO), Petter Aaslestad (leader of Forskerforbundet), Bjørn Haugstad (State

Secretary in the Department of Education and Research) and Guro Lind (leader of the Academy of Young Researchers).

“Forskerombud” initiative

Based on the previous discussions regarding the need for UiO to establish a forskerombud (research ombudsman), initiative was taken in this direction. This was in parallel to the proposal of a getting a Vitenskapsombud at UiO, being discussed in the University Board. This initiative was supported by Sofie Høgestol, the then representative in the UiO Board for the fixed term employees and also member of the UiODoc board. The University Board approved the funding of two Vitenskapsombud in its budget for 2017.

6. ACTIVITIES BEYOND UiO CONTEXT

Besides the activities and initiatives within the UiO context, the UiODoc Board was involved in reviewing and generating comments on a number of proposed policy documents (*høring*) that are relevance to the target group. Some of these comments was requested by SiN, which is actively involved in addressing policy issues and initiatives. The rest were responses of the Board to various calls for comments and review. The main goal of this effort is to contribute to ensuring the quality of the work environment, activities, and other aspects of importance to the target group.

5. OVERVIEW OF ORGANIZED EVENTS

1. **UiODoc Social Event: Screening of 'The PhD Movie' (March 2016)**

Public screening of "Piled Higher and Deeper" aka "The PhD movie 1" of the world-known series phcomics.com, with a social gathering afterwards.

2. **UiODoc Seminar: Develop Your Leadership Skills as a Researcher (April 2016)**

A highly valuable, interactive seminar tailored to Ph.D students and postdocs on leadership, both in academia and outside given by Dr. Kerstin Fritsches from PostdocTraining.

3. **UiODoc Workshop: Strategies and Skills for Leadership in Research (April 2016)**

An interactive, full-day workshop aimed to address issues such as how to lead, inspire and manage people within academia. A highly useful resource aiming to prepare Ph.D students and postdocs for the essential step of becoming managers in the near future, which is largely absent from most Ph.D programmes, Dr. Kerstin Fritsches from PostdocTraining.

4. **UiODoc pushes for better pedagogical training for temporary employees (August 2016)**

Through a widely publicised opinion article on Uniforum, UiODoc's president has pushed the agenda for better pedagogical training for temporary academic staff. PhD candidates and postdocs are often requested to teach with little formal instruction given. This initiative has got the discussion started and shaped the beginning of new course offers at the university.

5. **UiODoc Workshop: Diversity Icebreaker® (September 2016)**

A half day interactive workshop engaging the participants in group activities to connect with peers in a humorous way and to develop a shared understanding of how to make best use of the diversity in any given group.

6. UiODoc Seminar: Research Communication and the Use of Social Media for Early Stage Researchers (October 2016)

Science communications expert Audun Farbrot gave a lecture on research communication specifically tailored towards early stage researchers.

7. UiODoc Debate: Lunch Debate Research Leadership and Career Paths for Young Scientists (November 2016)

UiODoc and the academy for young scientists organized a lunch debate examining career paths for young researchers and which role good research management will play in this context.

8. UiODoc Social Event: Screening of 'The PhD Movie 2' (December 2016)

Public screening of "Still in Grad School" aka "The PhD movie 2" of the world-known series phcomics.com, with a social gathering afterwards.

5.1 EVENT PARTICIPATION

The following distributions reflect the registered participants to all UiODoc events in 2016. They are organised by faculty, gender, and position of the participant.

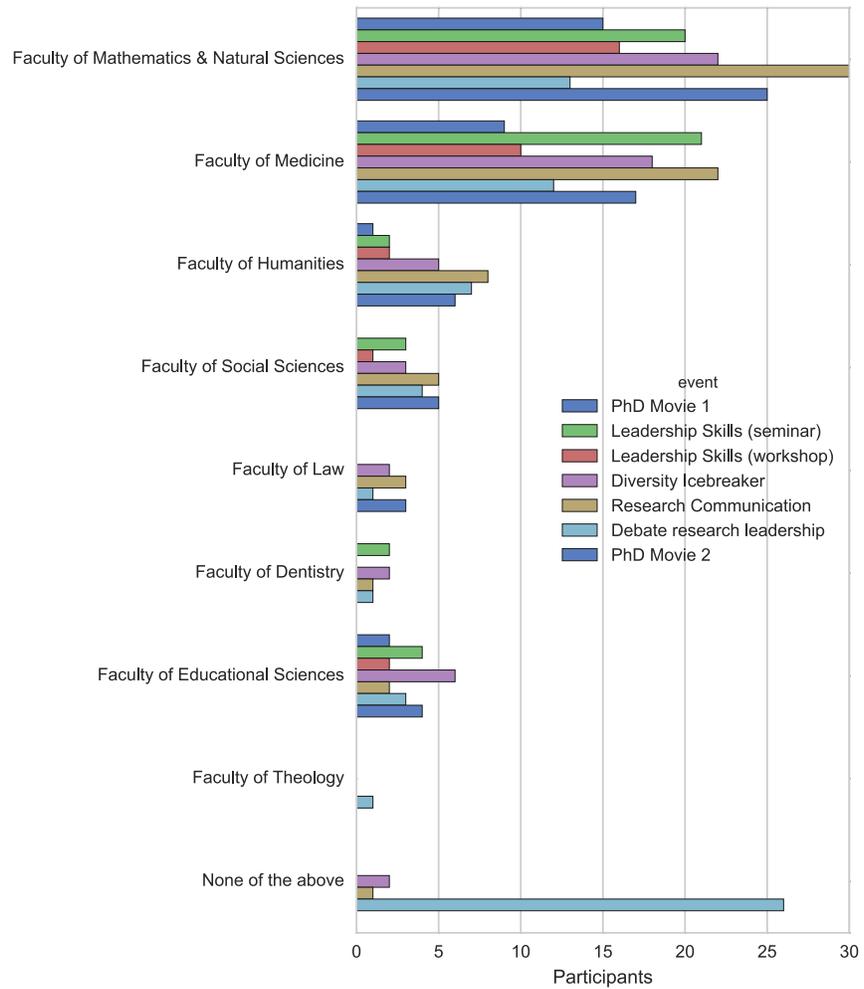


Figure 1. Distribution of the participants depending on their faculty for each UiODoc event.

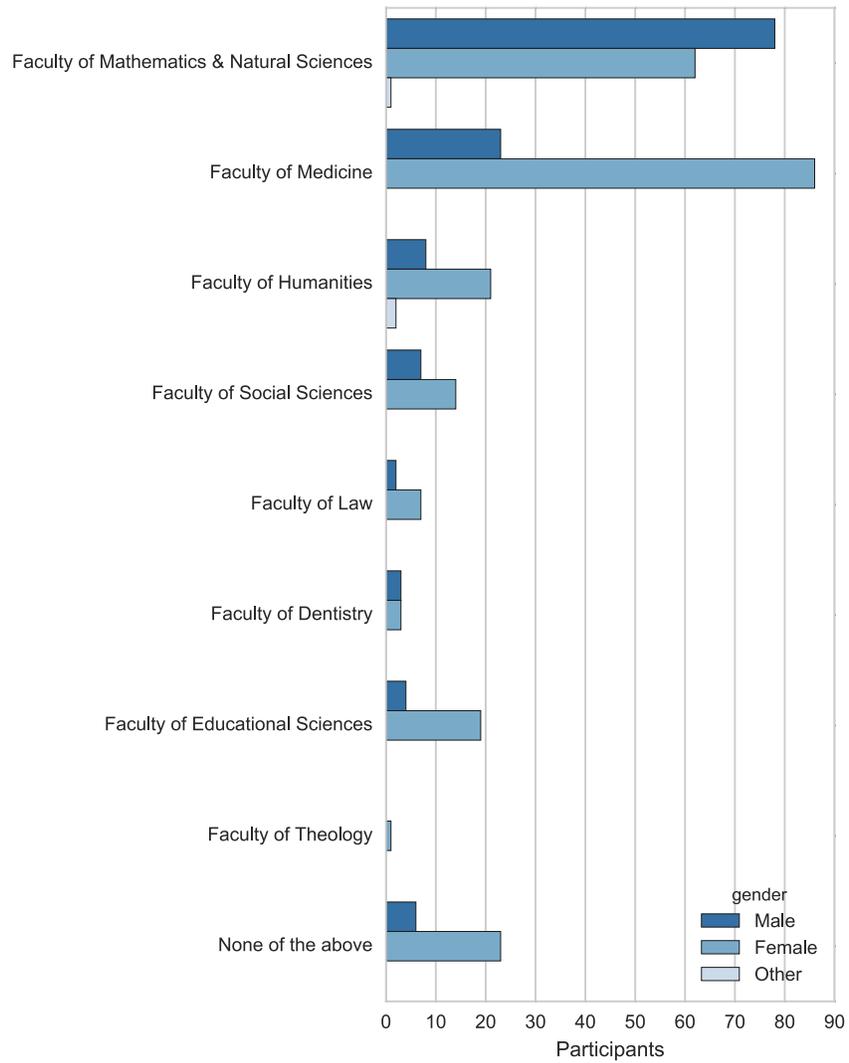


Figure 2. Distribution of the participants depending on their gender for each faculty.

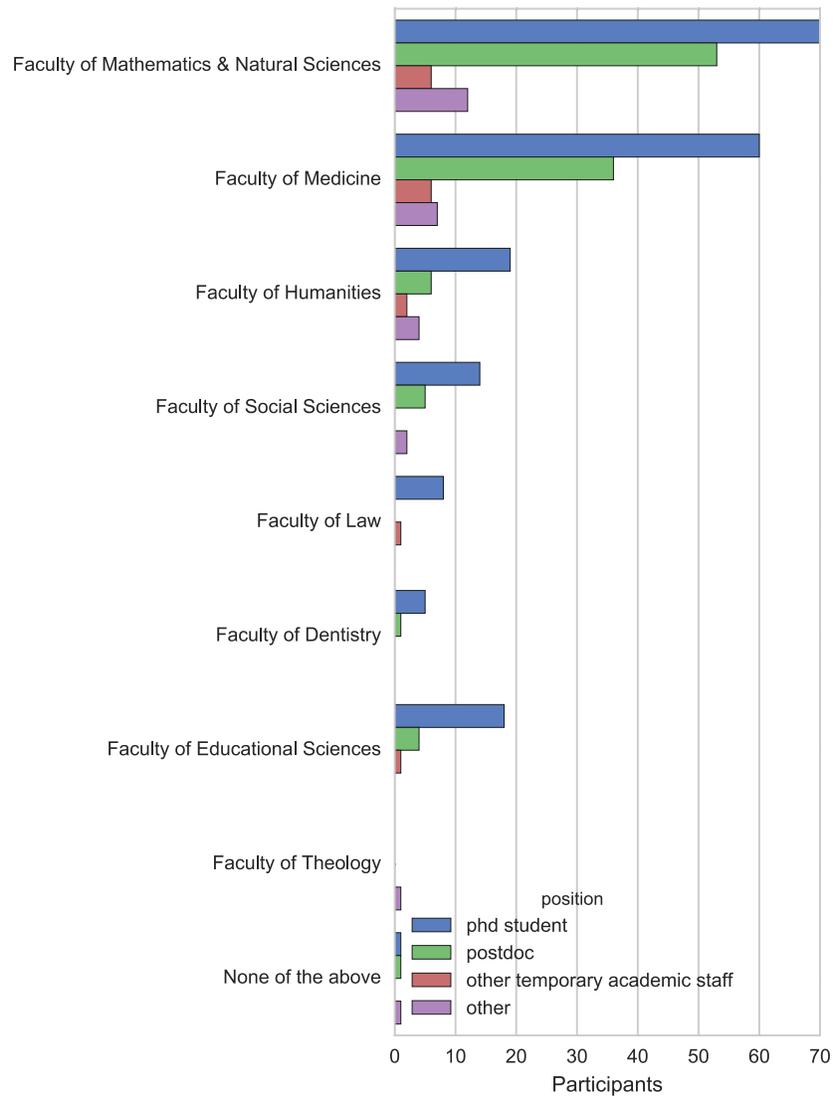


Figure 3. Distribution of the participants depending on their academic position for each UiODoc event.

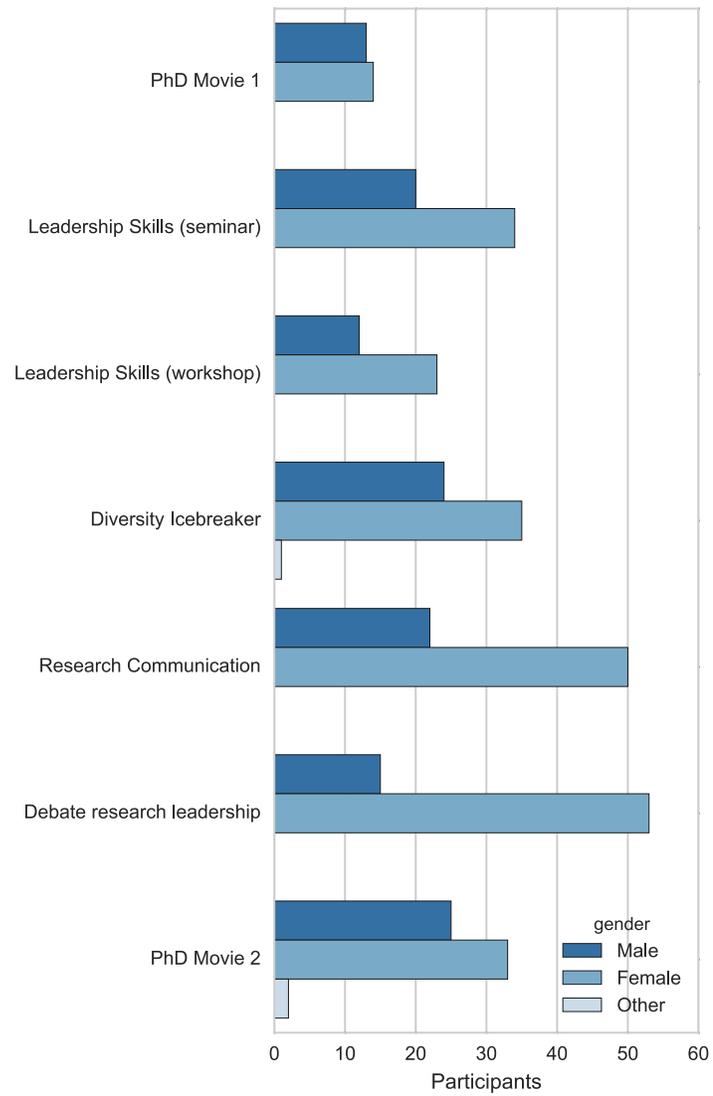


Figure 4. Distribution of the participants based on their gender for each UiODoc event.

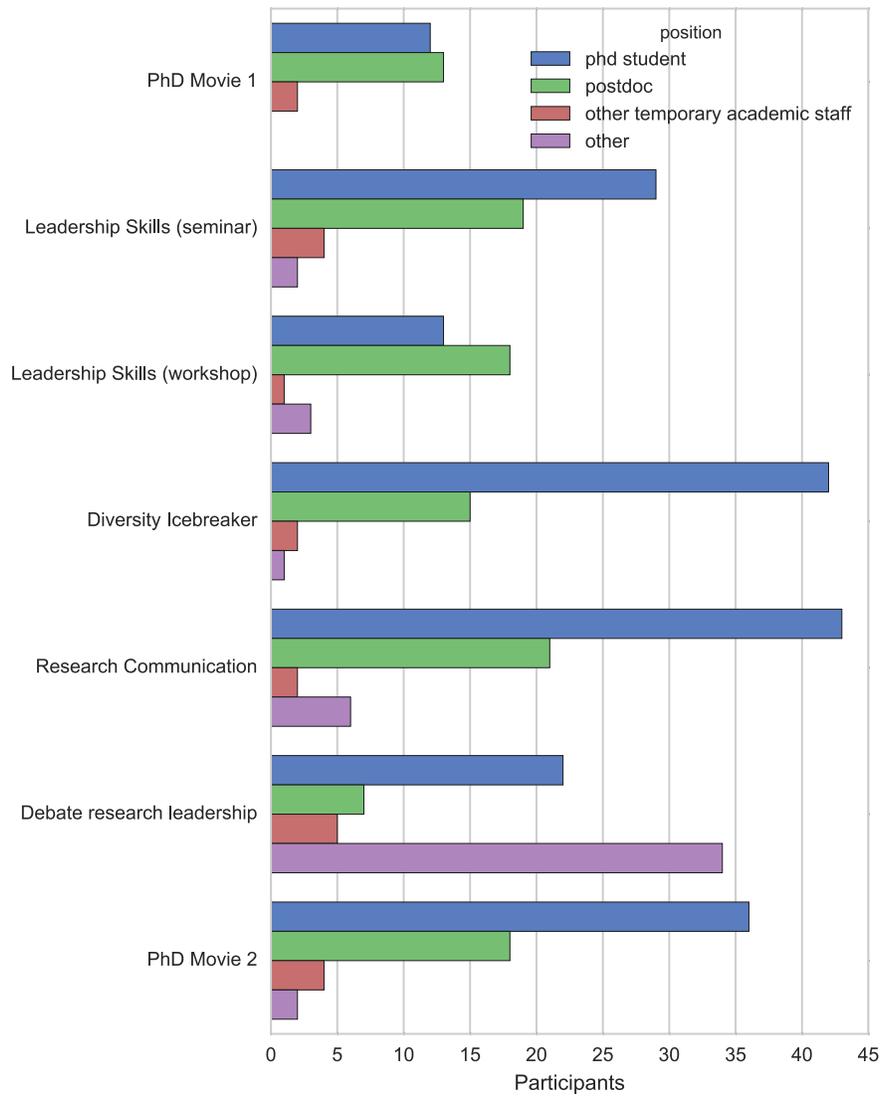


Figure 5. Distribution of the participants based on their academic position.

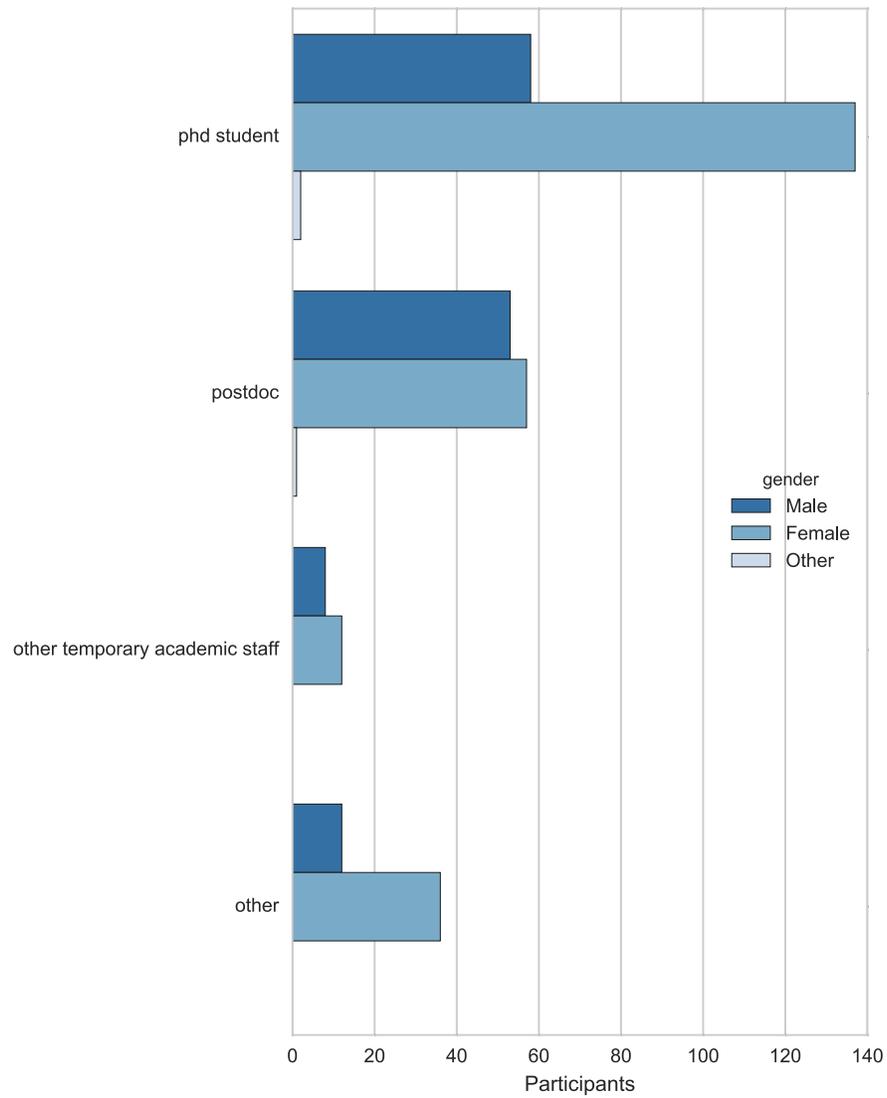


Figure 6. Distribution of the participants based on their gender and academic position.

5.2 GENERAL ASSEMBLY AND BOARD MEETINGS

1. General Assembly (10.05.2016)

Date and time: May 10th at 16:00

Place: Rådssalen, Lucy Smiths hus, 10th floor.

Present: Meryl S. Lillenes (President), Georgios Kalantzopoulos (PR Officer), Rachelle Esterhazy (SiN Liaison Officer), Mieke Louwe (Treasurer), Tiago M .D. Pereira (PR officer, notes), Jelena Mirković (PR officer), Sofie A. E. Høgestøl (UiO board representative), Knut Fredrik Seip (UiO Representatives Officer), Jonathan Rizzi (Events Officer).

Other participants: Fareeha Shaikh, Ingvild B. Lunde, Parisa Afshin, Piotr Sowa, Vivian Mbanya, Heidrun A. Ullerud, Liv-Elisif Q. Kalland.

Agreeing on GA agenda

The following are presented by Meryl for approval of the participants:

- Registration of participants
- Election of GA chair: Meryl
- Election of GA secretary: Tiago and Mieke
- Approval of the call
- Approval of the GA agenda
- Approval of the introduced changes to the statutes

Meryl clarifies the purpose of new statutes, describes new roles in board, new formalism of organisation. The above are approved as proposed.

The Annual report 2015

- Meryl describes participation of UiODoc in UiO strategic activities.
- Rachelle talks about SiN collaboration, about Eurodoc and the Eurodoc AGM 2017 in Oslo. UiODoc expected to support the organisation. Two members from UiODoc sought for helping to organise Eurodoc 2017 (LOC). - Knut summarises activities targeting faculty representatives.
- Sofie talks about UiO board activities: e.g. forskerombud, new positions at Karrieresenteret for PhDs, challenges faced and her contributions.

- Meryl summarises UiODoc events of the last year.
- Mieke summarises the budget in 2015. Finances in good health.

Activity plans 2016

Meryl talks about activities in 2016, ones that took place and future plans. Ideas for new seminars: academic writing, personality types.

Elections of leader and new leadership committee

Meryl presents the election procedure. President, Secretary, and Treasurer are to be specifically elected, other board members are elected but roles decided later. Tiago and Mieke are elected as vote counters.

A call for nominations for the position of President is put forward. Sofie A. E. Høgestøl is the only candidate put forward, and is elected unanimously, but she can only take the position from August 2016. Meryl agrees to stand as President in the interim period.

A call for nominations for the position of Secretary is put forward. Jonathan Rizzi is the only candidate put forward, and is elected unanimously.

A call for nominations for the position of Treasure is put forward. Mieke Louwe is the only candidate put forward, and is elected unanimously.

People present invited to give a short presentation of themselves. Rachelle and Meryl clarify the work involved in positions, and how the workload is flexible. There is some discussion on the board positions, and a call for volunteers to nominate.

The board members Rachelle Esterhazy, Désirée Treichler, Georgios Kalantzopoulos and Tiago M. D. Pereira, express their wish to nominate again to the board. Fareeha Shaikh, Parisa Afshin, also nominate for a position at the board, along with Magdalena Kersting, who is not present but whose application is presented by Rachelle. All of the above are elected unanimously.

Miscellaneous

Meryl S. Lillenes, Jelena Mirković, and Knut Fredrik Seip are thanked for their very valuable service to UiODoc and given parting gifts.

No other points are put forth, and the meeting is completed.

2. Ten (10) regular board meetings

The board has met regularly during the year. These meetings were mainly devoted to:

- Organizing the UiODoc events;
- Preparing meetings with the UiO leadership team and other meetings board members participated in;
- Preparing replies and comments to various official documents
- Discussing the input on organization of courses for the temporary board members
- Organization of UiODoc official documents (on Dropbox folder)

Board meeting dates: 19.01, 12.02, 03.03, 07.04, 26.04, 02.05, 23.08, 20.09, 19.10 and 22.11.

Note: No UiODoc funds were used for food or refreshments during these meetings.

6. BUDGET 2016

Budget 2016	Supplier	Description	Date	Sum (NOK)
Income	UiO Avdeling for fagstøtte	Assets		250 000
	SiN	Discount PhD movie		2 000
Personnel costs		Board Fees		100 000
Operating expences		SiN membership	2015	2000
		SiN membership	2016	2000
		SUM fees en membership		104 000
Spring semester	Lille Asia	Dinner with faculty representatives	07.12.2015	8854
	Feedback	Merchandise, refleks	18.12.2015	5994
	Karrierepolitikkonferansen	Attendance fee 2 UiODoc board persons	09.02.2016	1400
	Piled higher & deeper publishi	Social event 'PhD movie I', movie costs (2 movies)	10.03.2016	6250
	Pizza & Kina Expressen	Pizza after PhD movie	10.03.2016	2815
	Kerstin Fritsches	Seminar and workshops 'Leadership skills in research'	26&27.04.2016	45 070
	Elvebredden	Seminar and workshop catering	26&27.04.2016	8036
	Elvebredden	GA and dinner	10.05.2016	7520
		SUM spring semester		85 939
Autumn semester	Elvebredden	Board meeting with partner organizations	20.09.2016	737
	Trond Parelius Johnsen	Workshop 'Diversity Icebreaker'	29.09.2016	20 000
	Elvebredden	Workshop catering	29.09.2016	2 490
	Audun Farbrot	Seminar 'Research communication'	28.10.2016	7 500
	Elvebredden	Coffee/tea seminar 4	28.10.2016	1 351
	Elvebredden	Debate 'research leadership and career paths', catering	29.11.2016	5 012
	RF kjellern	Social event 'PhD movie II, rent of RF kjellern	14.12.2016	3 965
	Pizza & Kina Expressen	Pizza after PhD movie	14.12.2016	3 282
UiODoc	Donation to EuroDoc conference 2017	01.12.2016	10 000	
		SUM autumn semester		54 337
		Total		244 276
		Balance		7 724

Note: The financial information was provided by the UiO Financial Administration, which also manages these funds.

7. PLANS FOR 2017

Spring semester 2017

The UiODoc Board has already outline a rich and diversified agenda for the spring of 2017 and beyond the summer break.

1. Preliminary plans for activities in the spring of 2017

- a. Motivational seminar with the polar explorer Børge Ousland, March 2017
- b. Lunch debate with the rector candidates, March 2017
- c. Meeting with temporary staff representatives, March/April 2017
- d. EuroDoc conference, 26-29 April 2017
- e. General Assembly, May 2017
- f. Social event – semester closing, June 2017

2. Participation in SiN-related activities:

- a. Workshop 18-19 January for the organization of EuroDoc with SiN - two members of the board will attend
- b. Co-organization of the EuroDoc 2017 conference in Oslo, organized by SiN

3. Responses to various hearings, either through SiN or independently.

- a. The first hearing to attend to is 'Vekt på forskningskvalitet. En mulig utvidelse av publiseringsindikatoren med en siteringsindikator'.

Autumn semester 2017 and activities to be decided upon

- b. Course for UiO representatives
- c. Communication outside UiO (with journalist from Aftenposten)

Identified and remaining challenges:

- Reach out to and stay in contact with all the UiO Postdocs and other temporary academic staff (mailing lists);
- Increase visibility;
- Maintain overview of all new representatives elected in the second half of 2016 and in the course of 2017;

8. ESTIMATED BUDGET 2017

Budget 2017	Supplier	Description	Date	Sum (NOK)
Income	UiO Avdeling for fagstøtte	Assets		250 000
Personnel costs		Board Fees		100 000
Operating expenses		SiN membership	2017	2000
			SUM fees en membership	102 000
Spring semester		Eurodoc planning meeting, UiODoc/SiN		2500
		Seminar 1		15000
		Debate 1		5 000
		GA and social event 1		15000
		Dinner with representatives		20000
			SUM spring semester	57 500
Autumn semester		Seminar 2		10 000
		Workshop 1		25 000
		Seminar 3		15 000
		Social event 2		10 000
		Seminar 4		15 000
		Board dinner		10 000
			SUM autumn semester	85 000
			Total	244 500
			Balance	5 500

9. APPENDICES

Appendix 1. UiODoc Statutes

**Vedtekter
for
Stipendiatenes interesseforening ved Universitetet i Oslo (UiOdoc)**
Vedtatt 13.03.2003, endret senest 2012

§ 1 Navn

Foreningens navn er Stipendiatenes interesseforening ved Universitetet i Oslo, til vanlig forkortet UiOdoc. Foreningen ble stiftet 13. mars 2003.

§ 2 Formål

UiOdoc skal være en ressurs og pådriver for doktorgradsstudenters, stipendiater, postdoc-stipendiater og andre tilsatte i vitenskapelige rekrutteringsstillinger's (heretter omtalt som stipendiater) felles interesser ved Universitetet i Oslo.

Organisasjonen har følgende hovedarbeidsområder:

- Å være et bindeledd mellom ledelsen/sentraladministrasjonen og stipendiater ved UiO
- Å utvikle en felles plattform for stipendiater ved UiO
- Å bidra til å ivareta den faglige utviklingen til stipendiater ved UiO

Punkt 1) UiOdoc skal være et bindeledd mellom stipendiatene og Universitetet i Oslo, og kan i tillegg arbeide for å skape møteplasser for stipendiater og næringsliv, forskningsinstitusjoner og andre aktuelle arbeidsgivere for unge forskere.

Punkt 2) 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 fakultetstyrerepresentanter, representater i ph.d.-utvalg og råd og ledere for ph.d.-forum), vil UiOdoc også skape rom for erfaringsutveksling og diskusjon rundt tema som er relevante for alle stipendiater og unge forskere.

Punkt 3) UiODoc skal arbeide for å bedre stipendiater arbeidssituasjon med fokus på faglige rettigheter og plikter på UiO, samt deres sosiale, og faglige interesser. Foreningen skal videreformidle stipendiatene faglige behov og jobbe for at faglige rettigheter ivaretas.

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

§ 3 Medlemskap

UiODoc har ikke offisielt medlemskap, men representerer alle registrerte doktorgradsstudenter, stipendiater, postdoc-stipendiater og andre tilsatt i vitenskapelige rekrutteringsstillinger (heretter omtalt som stipendiater) ved Universitetet i Oslo. Enkelt personer kan reservere seg mot tilknytning til organisasjonen.

§ 4 Annen tilknytning

UiODoc skal være tilknyttet Stipendiatororganisasjonene i Norge. Foreningen kan i tillegg samarbeide med medlemmenes fagforeninger og andre organisasjoner, men skal ikke knyttes til noen bestemt fagforening eller hovedsammenslutning.

§ 5 Årsmøtet

Årsmøtet avholdes en gang i året i løpet av vårsemesteret. Styret har i tillegg anledning til å innkalle til ekstraordinært årsmøte.

Innkalling og sakliste til årsmøtet skal kungjøres overfor medlemmene minst to uker i forveien. Innkommende forslag skal være styret i hende minst én uke før årsmøtet. Det skal tilstrebes at alle stipendiater ved UiO får innkalling til årsmøtet. Årsmøtet skal bli offentlig kjent via e-post og nettsidene til UiO.

Årsmøtet skal

- a) godkjenne styrets årsmelding
- b) godkjenne styrets regnskap for organisasjonen
- c) velge nytt styre
- d) velge representanter til eventuelle råd og utvalg hvor UiODoc representeres

§ 6 Styret

Leder, nestleder og minst tre andre styremedlemmer velges av årsmøtet. Midlertidig vitenskaplige ansattes representant i universitetsstyret kan tiltre styret i UiODoc med fulle rettigheter.

Styret velges for ett år om gangen. Alle stipendiater som ikke har reservert seg mot tilknytning kan stille til valg til verv i foreningen.

UiODoc er en organisasjon for hele UiO. Det skal tilstrebes en fordeling av representanter fra flest mulig av de stipendiatene som tildeles ved UiO, og fra flest mulig fakulteter.

Styret skal tilstrebe å følge en struktur bestående av minst:

- Leder
- Nestleder
- SiN-representant
- Internasjonales representant
- Eksternes representant
- UiO-styre representant

§ 7 Endring av vedtekter

Endring av vedtektene kan bare vedtas av årsmøtet. Vedtak om å oppløse foreningen eller andre formål krever to tredels flertall på årsmøtet.

Appendix 2. Contract between UiODoc and 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

Allt 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. föra) hvor relevante saker diskuteres. Representanten forventes å bidra aktivt.
- UiODoc kan, på oppdrag fra UiO, finne aktuelle representanter i tilfeller hvor det er prosjekter e.l. som trenger representasjon fra UiODocs målgruppe. Ved store og/eller

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

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

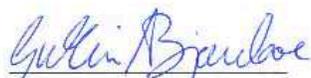
Kontaktpersonen utsteder attester på innhatt UiODoc-vern til de som ber om det.

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

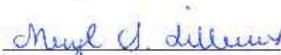
5. Endringer i avtale

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 Sønderby Lillenes
leder UiODoc