

• UiODoc



# UIODOC ANNUAL REPORT 2018

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## 1 Executive Summary

**UiODoc, Interesseorganisasjonen for ph-d-kandidater, postdoktorer og andre midlertidig vitenskapelige ansatte ved UiO ([www.uiodoc.no](http://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 UiO's temporary academic staff
- To develop a common forum for UiO's temporary academic staff
- To foster the scientific and academic development of temporary academic staff

UiODoc collaborates closely with the PhD organization at the national level, Stipendiat-organisasjonen i Norge (SiN), and local PhD organizations at UiO faculties and institutes. UiODoc was founded in 2003 and supported financially by UiO with 250 000 NOK annually.

This Annual Report serves to document and to inform the represented group and the UiO leadership about the activities undertaken by UiODoc in 2018.

In 2018, UiODoc sustained 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. 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) and other UiO strategic groups
- B. UiODoc has been recurrently consulted regarding various aspects of the temporary academic employees' cause
- C. UiODoc is a stable and known organization at UiO with high visibility and involvement in UiO matters that concern temporary academic employees.

UiODoc was involved in the organisation of 14 events for temporary academic staff in 2018. The board consisted of 7 active members by the end of 2018.

## 2 UiODoc Board Structure (31.12.2018)

At the annual general meeting (AGM) in May 2018, six new and three re-elected board members were elected. UiODoc has established an advisory board consisting of members of the previous board. This enables a smoother transition phase and easier consulting of expertise. Since fall 2018, one member (Ines Junge) was on maternity leave. A temporal replacement (Yasemin Hacıoglu) was elected by the members of the board inordinately. Two members (Ranajoy Banerjii, Rai Kumar) resigned from the board in late 2018. Three members (Marion Duparc, Clara Froment, Franziska Ihlefeldt) will step down from active duty starting in 2019. In the table below, board members are listed for each role.

| <b>Board Position</b>                      | <b>Name</b>                            | <b>Affiliation</b>   |
|--|--|--|
| President<br>SiN Liaison<br>Officer Deputy | Arsenii Zahirnyk                       | Postdoctoral fellow, Institute of Basic Medical Sciences                     |
| Secretary                                  | Stefanie Falk                          | Postdoctoral fellow, Department of Geosciences                               |
| Treasurer                                  | Marion Duparc                          | PhD candidate, Department of Chemistry                                       |
| SiN Liaison<br>Officer                     | Vladimir<br>Levchenko                  | PhD candidate, Department of Chemistry                                       |
| Event Officer                              | Clara Froment                          | Postdoctoral fellow, Institute for Theoretical Astrophysics                  |
| PR Officers                                | <i>Ines Junge<br/>(on leave)</i>       | <i>PhD candidate, Department of Informatics</i>                              |
|  | Yasemin Hacıoglu                       | PhD candidate, Department of Literature, Area Studies and European Languages |
| Event Officer                              | Franziska Ihlefeldt                    | PhD candidate, Department of Chemistry                                       |
| <i>Resigned</i>                            | <i>Ranajoy Banerjii<br/>(resigned)</i> | <i>Postdoctoral fellow, Institute for Theoretical Astrophysics</i>           |
|  | <i>Raj Kumar<br/>(resigned)</i>        | <i>PhD candidate, Department of Physics</i>                                  |
| <b>Advisory board</b>                      | <i>Daniel Arnesson</i>                 | <i>Faculty of Law</i>  |
|  | <i>Georgios Kalantzopoulos</i>         | <i>Senior engineer, Department of Chemistry</i>                              |
|  | <i>Diana Saplacan</i>                  | <i>Department of Informatics</i>   |

## 3 Activities in 2018

### 3.1 Participation in UiO Strategic Activities

#### 3.1.1 Research Dean meetings (Forum for Forskningsdekaner or FF)

The Forum for Research Deans is an advisory body for the University with a focus on research and strategy. The forum meets approximately once a month and all faculties and the University leadership are represented.

Vladimir Levchenko, SiN liaison officer, was representing UiODoc at the research dean meetings in fall 2018 / spring 2019. Meeting agendas and minutes are available from the forum's [website](#).

Since fall 2018, it was decided that FF would serve as a communication link between UiODoc and UiO's rectorate. All issues, relevant for UiODoc as well as requests concerning relationships between UiO and UiODoc should be regulated via FF.

On the basis of FF, it was created a workgroup that would be elaborating and developing the career path development for temporary workers at the UiO. The workgroup was established in spring 2019, led by Eivind Engebretsen (MED) and consisted of research deans of MN, HF, UV as well as representatives from postdocs and PhDs. Vladimir Levchenko was appointed as representative of PhDs and UiODoc. The meetings were held in Norwegian.

#### 3.1.2 Regular meetings with UiO leadership team (Rektoratet)

UiODoc met once a semester (bi-annually) with the UiO leadership. The topics discussed included:

- Support for PhD candidates/ PostDocs
  - Clarification of access to facilities such as Kariersenter
  - Possibilities of financial support regarding internships
  - 3-years rule
- Support for international, temporary staff
  - Language related discrimination
    - Important information is only communicates/available in Norwegian
    - Students' Norwegian language courses are no longer freely available
    - Inhomogeneities among departments
- Operational capacity of UiODoc
  - Increase attractivity of UiODoc to attract executive board members
  - Rise reimbursement of board members / redirection of event funds

The leadership agreed to look into the issues raised by UiODoc, but suggested UiODoc to get more strongly involved in the "Research Dean meetings", for this would be the place where most issues shall be addressed.

### 3.1.3 Participation of Advisory Board members in the Public Lecture by the Deputy Secretary-General of the United Nations

Two members of the UiODoc Advisory Board (Daniel Arnessen and Diana Saplacan) participated in the public lecture by Amina J. Mohammed, Deputy Secretary-General of the United Nations. Notes based on the lecture can be found in Appendix C.

### 3.1.4 Participation in the International Staff Mobility Office (ISMO) services - UiODoc “welcome package” for international UiO temporary employees

Based on information gathered from several departments and on our own experience regarding common problems and troubles encountered by international employees at UiO, UiODoc compiled a concise compendium of things relevant for new coming international PhD students and PostDocs. The document is available for all temporary employees on our [webpage](#) and shall be shared by ISMO. In addition UiODoc has provided ISMO with feedback from temporary employees regarding the most important problems among the international temporary employees which are currently not covered and/or acknowledged by UiO.

## 3.2 Activities targeting representatives in UiO boards

### 3.2.1 Collaboration with the UiO Board Representatives

UiODoc invited all the institute and faculty representatives of temporary employees for a dinner March 19th, 2018. The objective of the event was to get to know each other and initiate an open discussion about the challenges faced by temporary employees and board members as well as the use of synergies and collaborations among the different boards and organizations. The first challenge addressed by the representatives was discrimination encountered by temporary employees. Discrimination can arise from power-relation positions and languages. Temporary employees are in vulnerable positions and are therefore careful when expressing their opinions. The annual employee assessment meeting can be challenging due to power-relations between the employee and his/her direct supervisor. A solution could be to organize those meetings with a HR representative instead. Discrimination is also encountered by international new employees who don't have access to all the information in English or feel excluded in their everyday working life (meetings or information sent by the institutes/groups in Norwegian).

The attribution of board compensations and/or extensions for temporary employees sitting in a board was also discussed. Most of the boards existing today at UiO are based on voluntary work (no compensation or extension) and demand a huge investment, resulting in unstable and unattractive structures which are being dissolved. Temporary employees need in addition to get familiar with complex documents and processes within a short amount of time and are

often asked to follow pre-made decisions from permanent staff. It is then suggested that UiO adopts a long-term strategy by investing into the different board in order to prevent people dropping off and structures being dissolved.

Other topics, such as good practices, career opportunities and hiring process were also discussed. These topics should be addressed to other organizations and are out of scope for UiODoc. The full notes are available in Appendix D.

### 3.3 Policy Activities on National Level

#### 3.3.1 National Level Collaboration: SiN

Stipendiatororganisasjonene i Norge (SiN) is a nationwide umbrella organization for local interest organizations for temporary workers at Norwegian universities and colleges. SiN works to promote the interests of doctoral candidates and postdoctoral students in Norway and acts as a network between the member organizations and is a common voice for interests at the national level.

SiN consists of a board with representatives from the member organizations. Since the board members are scattered throughout the country, the organization is not bound to a specific place or city. Communication with the board takes place mainly via e-mails and video conferencing. Meetings in person are also arranged occasionally to strengthen the board's cooperation. SiN is a voluntary and independent organization and not affiliated with any union.

SiN focuses especially on good quality in research education with a view to the quality of the research projects and feasibility, guidance, financing, and working conditions. This is both to improve the conditions for each temporary academic employee, but also to increase Norway's competitiveness when it comes to attracting the best candidates for research positions.

In addition to work for the experiences of our members to be promoted nationally and internationally, SiN functions as a network for the local interest organizations. All members of SiN are elected through their local scholarship organization and work on current challenges related to education, economic and social issues for temporary academic staff. SiN simplifies the exchange of information and experiences between its member organizations, supports local activities and initiatives, as well as works for the establishment and collaboration of interest organizations for fellows at all Norwegian universities and colleges. SiN is a member of Eurodoc - a main representer of temporary academic workers in Europe.

UiODoc is among the seven local organizations that have constantly been represented in SiN. In 2018, UiODoc was represented by Henrik Sveinsson and Tatjana Bosnjak (spring semester) and later by Vladimir Levchenko and Arsenii Zabornyk as deputy (fall semester). In 2018, SiN held 11 board meetings, of which 7 have been conducted online and 4 have been arranged as personal meetings in Bergen, Tromsø, Oslo, and Trondheim.

UiODoc took an active part in establishing a local interest organization in Bergen - UiBDoc. SiN planned to organize a 2-days event for PhDs (“PhD Day”). The first day was supposed to feature a series of lectures on issues directly related to temporary staff, e.g. career paths, transferable skills, and grant writing. The second day would have consisted of dissemination and presentations by PhD students and postdocs of their scientific work and research in public places to reach out to the non-academics and spread the awareness of research’s impact on society.

The event, as presented by SiN, was rejected by UiODoc in 2019 due to the vague project plan on SiN’s side as well as the expected huge workload for the local organization committee (UiODoc board).

UiODoc was also updated on ongoing activities in other nationwide local organizations. In addition, a representant from UiODoc was appointed as an observer at the Universitets- og høgskoleråd (UHR) meetings in Oslo.

### 3.3.2 Hearings

Besides the activities and initiatives within the UiO context, the UiODoc board was involved in reviewing and composing comments on proposed policy documents (hearing, Norwegian: høring) that are relevant to UiODoc’s target group. (UiODoc responses see Appendix E)

- Hearing about rules for hiring of associate professors and professors (Norwegian: “Høring om forskrift om ansettelse i stilling som førsteamanuensis og professor”)
- Hearing about whistle blowing – values and protection (Norwegian: “Høring av varsling - verdier og vern”)
- Hearing about new regulation on crediting (recognition) and exemptions (Norwegian: “Høring om ny forskrift om godskriving og fritta”)
- Hearing about enactment of student ombudsman, duty of the institutions to prevent harassment and sexual harassment, and improvement of facilitation for people with reduced functional capacity and special needs (Norwegian: “Høring om lovfesting av ordning med studentombud, synliggjøring av institusjonens plikt til å forebygge og forhindre trakassering og seksuell trakassering og tilrettelegging for personer med nedsatt funksjonsevne og særskilte behov.”)

## 4 Overview of Organized Events

In 2018, UiODoc as an only organizer has organized four events (Section 4.1) and has been co-organizer of the four more events among others well received PhD breakfast club (six different topics, see Section 4.2). The number of registered participants ranged from 17 to 63. UiODoc was mainly focussing on topics regarding the professional development of PhDs and postdocs, but we conclude from the reception of our organized movie night that there might be an urgent need for socializing platforms. We found advertising the event using screens, posters, and facebook very useful and could attract people from a wide range of disciplines.

### 4.1 Events organized solely by UiODoc

- Dinner with representatives (see Section 3.2.1)

A detailed account of the dinner with the temporary staff representatives and the results of the corresponding survey are found in Section 3.2.1 and Appendix C.

- Take charge of your career (May 30th - 23 participants, June 5th - 24 participants)
- Developing a researcher (June 1st/6th - 18/23 participants)

At the end of May and beginning of June UiODoc invited Kerstin Fritsches to give a workshop on career development for young researchers. The workshop was divided in two parts and held twice: “Take charge of your career as an early careers researcher”, “Developing as a researcher: productivity and leadership”. As we limited the number of participants to 25, all workshops had been almost fully booked. This workshop was also part of the MN program for PostDocs.

- Movie night (November 29th - 63 participants)

In November, UiODoc organized the presentation of the classical movie “Metropolis” at RF-kjelleren. As always it served as a great platform for temporary employees mingling and possibility to know your peers. In addition, UiODoc became more visible for temporary employees, we consider this event as a great success.

### 4.2 Events co-organized by UiODoc in collaboration

#### 4.2.1 Research Bazaar 2018

Research Bazaar (ResBaz) is a worldwide, annual festival targeting researchers from all career stages, promoting the digital literacy emerging at the center of modern research. A number of Software carpentry and research oriented workshops will be held during the week. During this 2 days of academic festival, temporary employees could participate to free workshops and learn new skills and tools to make research faster, smarter and more fun!

#### 4.2.2 PhD Day 2018

Together with Faculty of Mathematics and Natural Sciences and the Science Library UiODoc co organized the event where PhD candidates were invited to a day of motivation, inspiration and dissemination.

#### 4.2.3 Breakfast club

The PhD Breakfast Club is a line of breakfast seminars that offers PhD candidates a social platform in addition to academic and non-academic training. The PhD Breakfast Club was started up in 2018 by the MN Faculty, in collaboration with UiODoc, for MN PhD candidates. In 2019, UiODoc continues this line of monthly breakfast seminars making them available to all PhD candidates at UiO.

22.03.2018 - Self-assessment - 40 registered participants

26.04.2018 - Translation of skills - 26 registered participants

30.05.2018 - Networking: LinkedIn - 17 registered participants

28.06.2018 - CV - 34 registered participants

30.08.2018 - Crossing the gap - 16 registered participants

22.11.2018 - Three tools for making better posters - 22 registered participants

#### 4.2.4 Oslo life science conference: Young talents day

Oslo life science conference is the biggest life science event in Norway with participants from all Norway and rest of the world, the Norwegian Minister of health was one of the invited speakers. For the second time UiODoc participated in the organisation of the part of the conference tailored for the career and research development of the masters, PhD candidates and PostDocs - Young talents day. This event had an unique possibility for the temporary employees to meet partners outside the academia. Member of the UiODoc gave a valuable input in the list of the different fields and areas where the speakers should come from, the list and the most relevant subdivision of the groups for a speed dating and others. The event was so successful that maximum allowed 150 participants number was reached within a day after the opening of the registration.

## 5 General Assembly and Board Meetings

### 5.1 General Assembly

*Date and time:* May 14, 16:00

*Place:* Lucy Smiths hus (Hannah Ryggen-rommet, 10th floor)

*Present:* Clara Froment (Event officer), Daniel Arnesson (PR officer), Diana Saplacan (Secretary), Henrik A. Sveisson (SiN liaison/Policy officer), Arsenii Zabirnyk (Event officer), Marion Duparc (Treasurer)

*Other participants:*

Vladimir Levchenko, Tiago Pereira, Franziska Ihlefeldt represented by Marion Dupac, Jesper Eckhardt Larsen, Raj Kumar, Stefanie Falk, Ines Junge, Ranajoy Banerjio

A short introduction is given by Arsenii before the AGM is officially opened. This includes the difference between SiN (national level), UiODoc (university level), Faculty and Institute level. Arsenii puts forward that it was us (PhD candidates and PostDocs) who formed UiODoc in the past years.

#### **UiODoc**

- (Co-)organization of debates, social events, and workshops
- Regular meetings with the leadership
- Career development
- Links and contacts

#### **AGM agenda**

- Registration of participants
- Election of GM chair: Arsenii Zabirnyk
- Election of GM secretary: Diana Saplacan
- Approval of the call
- Approval of the GM agenda

#### **The Annual report 2017**

Arsenii explains the purpose of the report. Diana takes over and goes through the 2017 annual report including the planned activities for the end of 2018.

The report is approved by the AGM.

#### **Activity plans 2018-2019**

- Budget 2018

- Events/courses for PhDs and Postdocs
- Other suggestions

### **Election of executive board leader and new leadership committee**

The new board is elected. From the old board Clara, Marion, and Arsenii are candidating for a re-election (to the same position) or election to a new position. A minimum of 3 additional candidates are needed to fill all positions in the executive board. Vacant positions are:

- President
- Secretary
- SiN Representant

Following candidates are elected (number of votes in parenthesis):

- Arsenii - president (7 votes)
- Marion - treasurer (re-election) (11 votes)
- Clara - event officer (re-election) (11 votes)
- Stefanie - secretary (9 votes)

Marion accepts to run for SiN representative temporarily if no other candidate is found among the AGM participants. Marion is temporarily elected. We proceed with the election of general positions:

- Raj Kumar (11 votes)
- Vladimir - SiN representative officer (elected)
- Ranajoy Banerji (elected)
- Ines - PR (elected).
- Franziska - event officer (elected).

The meeting is closed.

### **Miscellaneous**

- A *transition board meeting/workshop* is planned for Friday 15th of June, 16.15 (the place has to be decided). We will use Doodle to find an appropriate date for all old and new board members.
- We discuss on establishing an *Advisory Board* consisting of former board members to enable a smoother transition of boards.

### **Events in May/June:**

- SiN Conference
- Workshop on the *three years employment rule for temporary employees* in order to get a permanent position (June 2018). Henrik can help with this, but the new board should decide if they want to organize the event.
- Academic skills seminar (ATTR) (June 2018). You can go to our website as well the ATTR workshop is listed there with all the details. ATTR - interdisciplinary summer school, open for all PhDs and Postdocs (June 7, 2018) for theology, law and sociology (?). They also have an open seminar on Pitching your research.

- Workshop for PostDocs (June 2018): Event hosted in collaboration with the MN faculty. 4 workshops (30th may, 1st, 4th and 6th of May). Workshops dedicated to postdocs with different topics (productivity, leadership, career)  
“Take charge of your career as an early career researcher” (May 30 & June 5 2018)  
“Developing as a researcher: productivity and leadership” (June 1 & June 6 2018)
- PhD Days (June 2018)
- PhD breakfast-club series at the MN Faculty, in collaboration with the faculty 2018 (only for MN PhDs)

## 5.2 Regular Board Meetings

The executive board met for 10 regular board meetings in 2018 on the following dates: 15.01., 13.02., 14.03., 19.04 (AGM), 15.06. (transition board meeting), 16.08., 06.09., 11.10., 08.11., 06.12.

The average duration of the meetings was 130 min. Recurring topics included:

- Coordinating UiODoc involvement in meetings, forums, programs, events etc.
- Collecting and sharing information about matters relevant for UiODoc
- Discussing questions or requests brought forward to the board that concern the UiO temporary academic employees' cause
- Organizing UiODoc events
- Preparing meetings with the UiO leadership team and other meetings/workshops/activities board members participated in;
- Discussion replies and comments to official documents
- Discussing future board development and recruiting
- Strategic measures for public visibility

Beside these regular board meetings, board members were in regular physical or virtual contact for preparation of documents, meetings, or events. The main communication channel was the UiODoc *slack*<sup>1</sup> channel for fast exchange of information and complemented by email.

For 2019, meetings are scheduled as follows:

10.01., 07.02., 07.03., 11.04., 09.05., 16.05. (AGM), 19.06. (transition board meeting).

All meetings for the second half of 2019 are to be scheduled by the executive board, elected by the Annual General Assembly (AGM) in May 2019.

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<sup>1</sup> <https://slack.com>

## 6 Budget 2018

*Note:* The financial information listed below were provided by the UiO administration which supervises all UiODoc expenses

### 6.1 Incomes

| Supplier                  | Description  | Period | Amount (NOK)         |
|---------------------------|--|--------|----------------------|
| UiO hovedboksbilag        | Fra tiltak 11 til konkrete satsinger/øremerkinger          | 1      | kr 143 606,00        |
|                           | Omp - Hovedtildeling jan 2018 fordelt på div tiltak LOS 36 | 1      | kr 21 250,00         |
|                           | Omp - Hovedtildeling feb 2018 fordelt på div tiltak LOS 36 | 2      | kr 21 250,00         |
|                           | Omp - Hovedtildeling mar 2018 fordelt på div tiltak LOS 36 | 3      | kr 21 250,00         |
|                           | Omp - Hovedtildeling apr 2018 fordelt på div tiltak LOS 36 | 4      | kr 21 250,00         |
|                           | Omp - Hovedtildeling may 2018 fordelt på div tiltak LOS 36 | 5      | kr 21 250,00         |
|                           | Omp - Hovedtildeling jun 2018 fordelt på div tiltak LOS 36 | 6      | kr 10 000,00         |
|                           | Omp - Hovedtildeling jul 2018 fordelt på div tiltak LOS 36 | 7      | kr 21 250,00         |
|                           | Omp - Hovedtildeling aug 2018 fordelt på div tiltak LOS 36 | 8      | kr 21 250,00         |
|                           | Omp - Hovedtildeling sep 2018 fordelt på div tiltak LOS 36 | 9      | kr 21 250,00         |
|                           | Omp - Hovedtildeling oct 2018 fordelt på div tiltak LOS 36 | 10     | kr 22 500,00         |
|                           | Omp - Hovedtildeling nov 2018 fordelt på div tiltak LOS 36 | 11     | kr 23 750,00         |
|                           | Omp - Hovedtildeling dec 2018 fordelt på div tiltak LOS 36 | 12     | kr 23 750,00         |
| <b>Total incomes 2018</b> |  |        | <b>kr 393 606,00</b> |

## 6.2 Expenses

### 6.2.1 Expenses other than board fees

| Supplier                   | Description                            | Period | Amount (NOK)         |
|----------------------------|--|--------|----------------------|
| Elvebredden catering       | Board meeting                          | 2      | kr 978,00            |
|                            | Dinner with representatives            | 3      | kr 9 971,00          |
|                            | Board meeting                          | 3      | kr 1 135,00          |
|                            | Annual general meeting (AGM)           | 4      | kr 6 031,00          |
|                            | PhD breakfast club (april)             | 5      | kr 2 447,00          |
|                            | Board meeting                          | 10     | kr 897,00            |
|                            | Board meeting                          | 11     | kr 960,00            |
|                            | Breakfast club kick off                | 12     | kr 464,00            |
|                            | Board meeting                          | 12     | kr 862,00            |
| SiO mat og drikke          | PhD breakfast club (march)             | 4      | kr 6 932,00          |
| Finn Schøll                | Gift to former president               | 3      | kr 580,00            |
| Research bazaar            | Sponsoring of the 2018 Research Bazaar | 4      | kr 6 240,00          |
| PhD-day                    | Sponsoring of the 2018 PhD Day         | 8      | kr 6 150,00          |
| Cafe Tekehtopa             | Board dinner                           | 6      | kr 5 000,00          |
| SiN                        | membership 2018                        | 11     | kr 2 000,00          |
| Axon profil                | Promotional pens                       | 1      | kr 3 950,00          |
| Profileringsartikler       | Promotional paper blocks               | 4      | kr 9 070,00          |
| Nettkompaniet              | Promotional ski holders                | 9      | kr 6 963,00          |
| Pamela von Sabjlar         | Workshop (november 2017)               | 2      | kr 29 635,00         |
| Postdoc training           | Postdoc workshop (shared with MN)      | 12     | kr 50 938,00         |
| <b>Total expenses 2018</b> |  |        | <b>kr 151 203,00</b> |

### 6.2.2 Board Fees

*Note:* Board compensations relative to the second half of the year (May-December 2018) were paid in January 2019. Therefore, only an estimation could be provided in the following table.

| Description                                   | Transaction code     | Period | Amount (NOK)         |
|---|----------------------|--------|----------------------|
| Board compensation spring                     | K:EXTRAREM30.06.2018 | 6      | kr 16 259,00         |
|   | K:FASTREM13.07.2018  | 7      | kr 4 065,00          |
| Unclaimed board compensation spring           |                      |        | kr 15 300,00         |
| <i>Board compensation autumn (estimation)</i> |                      |        | <i>kr 35 624,00</i>  |
| <i>Avgifter (estimation)</i>                  |                      |        | <i>kr 28 752,00</i>  |
| <b>Total board fees 2018</b>                  |                      |        | <b>kr 100 000,00</b> |

### 6.2.3 Budget Overview 2018

| Description    | Amount (NOK)         |
|----------------|----------------------|
| Incomes        | kr 393 606,00        |
| Expenses       | kr 151 203,00        |
| Board fees     | kr 100 000,00        |
| <b>Balance</b> | <b>kr 142 403,00</b> |

## 7 Plans for 2019

### 7.1 Upcoming Events

#### 7.1.1 **PhD Breakfast Club:** regular career-focused presentations with networking opportunity

We will continue to host monthly talks focusing on career advice for PhDs and PostDocs. We invite speakers from a variety of backgrounds who offer specialised advice. Topics in 2019 so far have been for example, using outreach events to brand your research, how to write grant applications and proficiency in Google Scholar. The event is sometimes over-subscribed, and we plan to re-run especially popular topics such as how to write grant applications, with speakers from different academic disciplines. It is also an opportunity for networking, over free breakfast and coffee. It remains one of our most regular and popular events.

We have also had offers of speakers from outside of academia from specialists aiming to raise a profile with potential employees. We are considering whether to invite them, or possibly to host separate events with multiple recruiters for cross-discipline interest.

#### 7.1.2 **Skrivesenter Workshops:** co-hosting writing workshops aimed at PhD and postdoc-specific writing genres and styles

UiODoc has begun collaborating with *Akademiske Skrivesenter*, to create events targeted towards PhDs and PostDocs as the *Akademiske Skrivesenter* facilities are currently underused by these groups. There is a lack of awareness among PhDs/PostDocs over what services the centre provides. Further, *Akademiske Skrivesenter* wanted advice on what issues about writing advice would most benefit PhDs and PostDocs, which is information we discussed over several meetings.

So far, we have worked with David Andrew Burke (Seniorkonsulent - Universitetsbiblioteket administrasjonen) to collaboratively run workshops for PhDs on how to write the kappe. The first workshop ran in March 2019. We collaborated on brainstorming the format of the workshop, and took responsibility for advertising the event, as well as providing support with manning it on the day. As this is a relatively new form of PhD writing, it is a topic that there is little guidance on. The first workshop was oversubscribed. Following the success of this, we have plans to re-run this small-group targeted workshop at least once per semester, and potentially increasing to twice per semester if demand continues.

We have also brainstormed further collaborative events which could benefit PostDocs as well as PhDs. We are in discussions with *Akademiske Skrivesenter* about developing writing workshops on funding and grant proposals, and targeted workshops on academic English for publishable articles. Other ideas include article-writing conventions. We plan to collaboratively organise a new workshop for PhDs/PostDocs to run from fall semester, alongside continuing the kappe workshop.

### 7.1.3 **Forskerforbundet event: Information for new PhDs and Postdocs on available services and representation**

There are plans to increase collaboration with *Forskerforbundet*, by hosting events explaining in particular what support is available from various institutions and organisations, for PhDs and PostDocs. So far, we have established contact with Cecilie Lilleheil from *Forskerbundet*, and planned regular meetings so that both groups are aware of issues that are being raised by temporary staff to both organisations. From initial discussions of cross-over concerns, we plan to hold a large event.

The main event we are planning is to co-host a panel aimed at international PhD students and PostDocs, which will include representatives from International House, EBHT (Occupational Health Service Unit), and possibly the Dean, as well as *Forskerforbundet* and UiODoc. This idea came out of discussions with Cecilie Wingerei Lilleheil (<[c.w.lilleheil@sv.uio.no](mailto:c.w.lilleheil@sv.uio.no)>, Trade Union Official of the Norwegian Association of Researchers) identifying what challenges there are for PhD students and PostDocs. This event focuses on one problem which is that temporary staff coming from different systems are not aware of what support mechanisms are available across the university, especially as the role of the PhD student is actually not as a student, and thus they cannot access some student services compared with other abroad institutions. This event will highlight what facilities do exist. For example, many do not know about EBHT and International House, or what services they provide.

### 7.1.4 **Socialising Events: for wellbeing and community of temporary research staff**

UiODoc is the main platform at the University of Oslo for running socialising events for PhD students and PostDocs in which they can meet from across disciplines.

Through social events we aim to create more of a community across the university, as well as provide the said employees with a way of comparing their experiences. It is an especially important platform because PhD students cannot join student societies since in Oslo they are ‘employees’ - compared with being able to do if they were PhD students in an abroad institution. So events aimed for PhD students and PostDocs are important for wellbeing and combating loneliness and isolation along short-term contract research employees.

We will continue to regularly run Movie Nights, aiming for 3 times per semester. These nights are held in the evenings, include free food and a pizza. At our last event in 2019, we had 45 attendees. These events have taken place on campus; we have received comments about how these Movie Nights allow a convenient break from work from final-year PhD students. PR will aim to focus on advertising these events with new PhD students and PostDocs in September when a larger proportion begin their job, as not all research groups have PhD student or PostDoc communities to socialize with, and as not all facilities have an awareness of UiODoc social events.

PR has focused on reaching out to PhD students and PostDocs from disciplines that do not usually attend social events, with an advertising push, and also by hosting some events in buildings from such disciplines. For example, we held a lunch-time social event in the Humanities building, which was well attended by the humanities employees - who otherwise have not been well-represented. Early in 2019 we ran a lunchtime “pizza + feedback for UiODoc” event, where we invited brainstorming on priorities for PhD students and PostDocs. Taking into account feedback on the event itself, we have decided to re-run this event with an advertising focus on socialising and meeting other PhD students and PostDocs. This is because other events for PhD students and PostDocs have been previously run in the evenings or early mornings, when some staff with other commitments cannot attend, so a lunch-time regular socialising event was welcomed by some attendees. We aim to host a large ‘welcome’ social lunch in September, and have smaller twice-semester pizza lunches from then.

#### 7.1.5 Food festival and seasonal holiday celebrations

UiODoc is planning to gather up temporary employees under umbrella for the food festival where internationals and norwegians will prepare and share their national cuisine and tell a little bit about their country. This event will provide both variety and unity in the temporary employees environment. Possibly UiODoc will collaborate in this with the International student organisation

We are planning to host meetings and meals for PhD students and PostDocs during holiday events, including Christmas. This will be especially aimed at international staff and others who will remain in Oslo during the holiday season. We are open to collaborating with student societies to co-host other seasonal events. Another potential plan is to host a food festival, celebrating diverse cultures amongst research and students, possibly in collaboration with the student union.

## 8 Estimated Budget 2019

| Type   | Description                                      | Supplier              | Amount (NOK) | Balance (NOK)     |
|--|--|-----------------------|--------------|-------------------|
| <b>Income</b>  | Annual compensation                              | UiO<br>Hovedboksbilag | 250 000,00   | 250 000,00        |
|  | Budget surplus 2018                              | UiO<br>Hovedboksbilag | 142 403,00   | 392 403,00        |
|  | <i>Total incomes 2019</i>                        |                       | 392 403,00   |                   |
| <b>Expense</b>   | Board fees                                       |                       | -100 000,00  | 292 403,00        |
|  | SiN membership 2019                              |                       | -2 000,00    | 290 403,00        |
| <b>Expenses - spring</b>   | Breakfast Club (monthly event, 6 events in 2019) |                       | -36 000,00   | 254 403,00        |
|  | Workshop with Akademisk skrivesentre             |                       | -2 000,00    | 252 403,00        |
|  | Board dinner                                     |                       | -5 000,00    | 247 403,00        |
|  | General assembly/recruitment                     |                       | -5 000,00    | 242 403,00        |
|  | Marketing material                               |                       | -15 000, 00  | 227 403,00        |
|  | LinkedIn workshop                                |                       | -30 000,00   | 197 403,00        |
|  | <i>Total expenses Spring</i>                     |                       | 93 000,00    |                   |
| <b>Expenses - autumn</b>   | Breakfast Club (monthly event, 5 events in 2019) |                       | -30 000, 00  | 167 403,00        |
|  | Workshop with Akademisk skrivesentre             |                       | -2 000,00    | 165 403,00        |
|  | Workshop with invited speaker                    |                       | -40 000,00   | 125 403,00        |
|  | Open science workshop                            |                       | -20 000,00   | 105 403,00        |
|  | Career evening with Boston Consulting Group      |                       | -3 000,00    | 102 403,00        |
|  | Marketing material                               |                       | -15 000,00   | 87 403,00         |
|  | Media & magazine                                 |                       | -10 000,00   | 77 403,00         |
|  | Participation in external events                 |                       | -20 000, 00  | 57 403,00         |
|  | <i>Total expenses Autumn</i>                     |                       | 140 000,00   |                   |
| <b>Total expenses (other than board fees and SiN membership)</b> |  |                       |              | <b>233 000,00</b> |
| <b>Final balance 2019</b>  |  |                       |              | <b>59 403,00</b>  |

## 9 Appendices

### Appendix A - 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 saksliste til årsmøtet skal kun gjøres 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
- Internasjonale representant
- Eksternes representant

- UiO-styre representant

### **§ 7 Endring av vedtekter**

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

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

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

- UiODoc benyttes som høringsinstans og/eller diskusjonspartner i saker som angår ph.d.-utdanningen og 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-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 Sønderby Lillenes  
leder UiODoc

## Appendix C - The 2030 Agenda and the SDGs: Achievements and Challenges

**Lecture Notes:** Based on the Public Lecture by Amina J. Mohammed, Deputy Secretary-General of the United Nations[1]

### On SDGs

Sustainable Development Goals (SDGs) mean Peace, Justice and Strong Institutions. There are 17 sustainable development goals with 169 targets for a reason: “Don’t look at them as goals, but as issues”. The millennial development goal (MDG) became SDG to solve the issues. 17 SDGs mean 17 types of partnerships.

There are gaps and we should identify those gaps. We need to build trust with the governments. Transforming takes time. We should have more courage. There are “elephants in the room that nobody wants to talk about”. We need to address those fears. There is nothing as “one size fits all”.

Many think that we do great already:

- What results do we get at all
- Making results that make you think
- We do not have a concrete baseline to convince

Businesses should be responsible, but also inclusive.

We have 12 years left until 2030 to fulfill the SDG’s. We need to communicate the stories and engage with the government. When we go home, we should ask: we are one of the 7.5 billion people, what can *we* do?

*Reflective questions:*

SDG4 refers to *Ensuring an inclusive and equitable quality education and promote lifelong learning opportunities for all*[2]. We ask the following questions:

- What are the issues that we address through UiODoc?
- What are the issues that we address when we talk about Universal Design in Higher Education?
- What are “the elephants in the room” that everyone fear and nobody wants to talk about, in our case?

### Policies

Policy environment is at three levels:

- Physical
- Sectorial

- And organizational

But we need a platform for different policies. Who puts this platform together? And who has the capacity to do it at all?

*(Notes taken by Diana Saplacan, former UiODoc board member, currently member of UiODoc Advisory Board)*

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[1] Public Lecture, by Deputy Secretary-General of United Nations:  
<https://www.sum.uio.no/english/sdg/news-and-events/events/2018/amina-mohammed.html>, 01.04.2019

[2] SDG4, <https://sdgcompass.org/sdgs/sdg-4/>, 01.04.2019

## Appendix D - Dinner with representatives (notes)

### Power-relations

- Temporary employees are in vulnerable positions: as a temporary employee (PhD) you cannot put forward your opinions too much, because you want to eventually be hired for a Post-Doc, and later as a permanent staff. This puts you in a power-relation position. You kind of have to keep “quiet”, or do not do too much trouble.
- For a temporary employee, it’s also harder to speak up when there are conflicts going on
- Conclusion: a temporary employee is in a disadvantage position

### International new employee

- As a new international temporary employee, you have to adapt to the new system (organizational and societal). It takes time to learn the organization, the systems, the rules, the people, and the resources available around you.
- Language:
  - everything is in Norwegian - this does not make things easier to get to know the system (faster)
  - department/faculty meetings are usually in Norwegian. International (temporary) staff would like to join the meetings, but you not even get invited (because they are in Norwegian).
  - International employees feel often excluded because of the language
    - **Solution:** bring up the discrimination and equality law. This document can be helpful: <http://www.uio.no/english/for-employees/support/human-resources/personnel-policy/uio-personnel-policy-2006.pdf>. It says that one of the fundamental values at UiO is: “UiO shall integrate gender equality as a conscious component in all its activities, **treat all employees as equals, and counteract all forms of discrimination and unreasonable differential treatment.**”
    - This is also a question about the work environment (“arbeidsmiljø”)
    - One can also bring this up during the **employee assessment meeting**

### (Yearly) Employee assessment meeting

- In Norway, it’s a law that says that all employees in Norway have the right to an yearly employee assessment meeting (missing reference)
- In some situations this meeting can be challenging for a temporary employee, because of the power-relations and vulnerable position one has
  - Solution: one can require to have this meeting with representative from HR department instead

### Board position for a limited time: challenges

- Some people at some faculties can calculate admin duty, whereas others can only partially calculate it (e.g. 3 hours meeting can be counted as one hour). In some cases, it cannot be calculated at all.
- Depending on what position you have in the board, you need to allocate the time wisely. Sometimes, you get “cases” that are bigger than others (i.e. require more time to solve those), but you get very little time, so you basically drop off them after a while (due to lack of resources)
  - Solution: a system should be implemented for handling this
- As a board member, you get sometimes very long documents (as long as 200 pages, including the attachments). Since you are in a temporary position, and you probably just got elected for one year, this requires lots of time to prepare for that specific meeting. However, for permanent staff, it’s easier, since they get the same document (with some eventual changes), since they read these documents multiple times during the years.
- Transferring the knowledge from previous board members to the new board members is often challenging. There is no system for it, and as a temporary staff and elected in a board, you are “thrown” in the system and you have to pick up your role on the go. If you do not find your role quite soon after being elected, you end up in stepping off.
- A lot of decisions are already pre-made (by the permanent staff, such as the dean). This leaves you little room for actually being able to have some influence on the decisions that are taken.
- Board members often put a lot of work, but when you see that you are not compensated for the work that you put in it, you end up in being “fed up” and lose interest/motivation.
- UiO/faculties often recognize (informally) the work that the boards do, but they are not willing to “pay” for it formally.
  - Solution: UiO should have some long term strategy in order to support the well functioning of the boards. It is not sustainable in long-term perspective to have people dropping off, or being unengaged. Think “win-win”.
- At some faculties, expenses need to be cut down. This is done through cutting off PhD’s, i.e. not employing any new PhD’s. This also affects the functioning of the existing PhD boards/councils → no new PhD’s → less people available → the PhD council/board is being dissolved → the work of several years of establishing the board was in vain.
- At some faculties, you get elected as a representative in the board (“styre”) for as long as you want to stay. When you feel/think you want to step off, you can basically call in to a meeting, and get someone else elected (if there is anyone who candidates). Otherwise you will have to stay in this position. This is not according to the formal rules, and not all faculties have the election every year (how it is supposed to be).

- Usually, in the board should be: (1 permanent staff + 1 administrative staff) + (2 vara). Vara does not need to be temporary employee at some of the faculties. What does the rule say??

#### Good practices

- Law Faculty has lots of good practices that should be transferred to other faculties as well
- Some faculties are very good at organizing events (Medical Faculty → see Oslo Life Science Conference).
- At the Law Faculty, there is a mentor/mentee program that earlier was available only for post-docs female temporary employees. Now it's implemented for also at PhD level + for males as well. PhD's often need some "external" support, and having a mentor could be a solution. A mentor is neutral to the project. Having a mentor can balance the power relations between the supervisor and the PhD candidate. The mentor could also guide the PhD on career opportunities.

#### Career opportunities discussion

- PhD conference on career opportunities (13th-14th of June)
- Within those 10% or 25% of admin duties: 2%, respectively 5% could be to be allocated in employee development (to be able to attend a course or to "invest"/"upgrade" your skills). This could be seen by UiO as an investment in its own employees. It's a bit hard to argue for that, but if the university gives/invest in you, you will also as an employee be willing to "give back". Think "win-win" for long term partnerships.
- Post-docs may need some kind of guidance on, for instance, applications for ERC grants. It would be good to have some step-by-step training with different tracks, depending on where you want to get.
- There is a center for career guidance, but it is run by SiO. Therefore PhD's and temporary staff cannot use their services.
- In U.S., they have similar programs, where PhD's can have this kind of career meetings with a mentor, prior starting the PhD.
- To know about "career opportunities" can motivate the temporary employees in finishing in time (their PhD): knowing that there is "something waiting for us" when we finish. How it is right now, many PhD's try to get gain more time by getting extensions instead.
- A career center for PhD's/temporary employees should provide guidance on: career within and outside of academia.
- **Solution:**
  - Alumni is not a big tradition at UiO, but it could be seen as a potential solution. At NTNU, Alumni network is a very powerfull tool. They also have one day annual Career Day.

- Alumni network also adds value to the university → it makes it an attractive work place.
- UiO could also have a database of jobs that can be distributed through the email list.

#### ISMO (International Staff Mobility Office)

- Good initiative, but it should be more visible

#### Hiring process

- Those who will get a permanent position, are in their 40's/50's.
- The hiring process focuses a lot on the number + quality of the articles you published. There are not always available guidelines at the faculty level.
- University should also focus on hiring younger people.
- Articles + pedagogical merit could be a filter for hiring.
- Some specific rules could be implemented:
  - A. "hard skills":
    - the publications from the last 5 years.
    - Quality + quantity of the publication (Comment: quantity does not always mean quality. Some researchers publish multiple papers using the same data.)
    - Project proposals for funding
  - B. "soft skills":
    - Communication skills
    - To be a "fit" in academia/the "knowledge hub" + to be a good "educator"

#### UiODoc

- Organized this dinner for representatives, in order to get to know other temporary employees struggling with the same issues. A such event is hard to organize: 1) because the board representatives are elected only for one year, and 2) because the information of who is board representative for each faculty is distributed all over the UiO website and we need to go manually (each year!) to reach the right people. 3) the webpages are not always up-to-date.
  - Solution: visibility of the information/a system for this is needed.
- An online forum or idea box should be created for UiODoc, where board representatives and other temporary employees could leave their ideas/problems/struggles. The question is who handles those?
  - An "online meeting place" would be more appropriate. Should this be done via UiODoc webpage? Facebook?
- UiODoc board needs more representatives from soc. Sciences + humanities. The lack of people from soc. Sc. and humanities is also visible in our events attendance (e.g. not so many from these faculties are attending our events).

- UiODoc should have a diagram over all of the organizational bodies: unions + associations. New temporary employees (especially international) do not know the difference between: Tekna/Forskerforbundet vs. UiODoc/MedDoc/ vs. SiN.
  - Why so many organizations?
  - What do they do?
  - Am i a part of all of them/of one of them?
  - Am I suppose to join these organizations?
  - Does it cost anything?

#### Rules

- If you are hired as a temporary employee (e.g. post-doc) for less than 3 years, you can have only 10% teaching/admin duties. If the faculty wants to “use you” in teaching, they will have to give you a contract for example for 3 years and 3 months, just to increase the 10% to 25% instead

*(Notes taken during Board representative meeting in March 2018, by Diana Saplacan - former UiODoc board member, currently member of UiODoc Advisory Board)*

## Appendix E - UiODoc response to hearings

### E.1 Høringsinnspill om forskrift om ansettelse i stilling som førsteamanuensis og professor

UiODoc er generelt positive til klargjøringene som følger av de foreslåtte endringene. Det gjør det tydeligere hvilken kompetanse man må ta sikte på å utvikle for å få en fast stilling i Akademia.

Stilling som førsteamanuensis/professor er vanligvis en stilling med om lag 50/50 deling mellom undervisning og forskning. Derfor virker det underlig om kun forskningsdelen skal kunne telle ut over et minimumskrav. Dersom man mener alvor med å styrke undervisningskomponenten må det lønne seg, ut fra et karrieresperspektiv, å utvikle undervisningsferdighetene sine.

Til de konkrete endringene:

**§1-2(3).** UiODoc støtter tydeligere krav til undervisningskompetanse for opprykk til professor. Her har man anledning til å kvalifisere seg for kravet til undervisningskompetanse mens man er ansatt som førsteamanuensis.

**§1-4(3).** UiODoc støtter at kompetanse ut over minimumskravet skal telle ved ansettelse, og ønsker i en ideell verden alternativ 1a. Som for forskning (doktorgrad) bør man ha dokumentert undervisningskompetansen gjennom å utøve undervisning. Men for at dette i praksis skal være mulig å gjennomføre må man gi muligheten til å opparbeide og demonstrere denne kompetansen gjennom et akademisk karriereløp. Dersom man ansettes i 3-årig ph.d.-løp og deretter tar en post-doc eller to så får man slik disse stillingenes art er idag vanligvis ikke mulighet til å opparbeide utdanningskompetansen som kreves. Derfor bør denne delen av forskriften sees i sammenheng med de endringer som eventuelt kommer etter at KD-utvalget om stillingsstrukturen i akademia har kommet med sine anbefalinger. Alternativ 1b kan være en god mellomløsning, siden man da selv har anledning til å kvalifisere seg – om enn ikke til høyeste nivå – gjennom å ta utdanning.

Det er også verdt å merke seg at det kan oppstå skjevhet mellom kandidater som kunne og de som ikke kunne snakke norsk ved tidspunktet de ble ansatt som PhD-stipendiat. Norsktalende kandidater har større sjanse for å få en 4-årig stilling med undervisning, slik at forslaget til forskrift som er foreslått her innfører en viss skjevhet mellom norske og internasjonale kandidater.

UiODoc sitt viktigste poeng i denne sammenhengen er at det må være mulig å opparbeide kompetanse til å søke stilling som førsteamanuensis gjennom utdannings- og

kvalifiseringsstillinger, altså PhD og post-doc. Dette er den eneste måten å oppnå tydelige Karriereveier.

Mvh  
UiODoc

## E.2 Hearing about whistle blowing – values and protection (‘varsling – verdier og vern’)

To: Avdeling for personalstøtte  
Universitetet i Oslo

Ref.: 2018:0820.08.2018

UiODoc wishes, with this note, to provide input for the UiO’s consultation statement on NOU 2018: 6 ‘Varsling – verdier og vern’.

We would like to note that UiODoc have not had the time and resources to consult all our members but build the feedback on our views and the consultation and with significant input from of an experienced person in the field. This response is written in English to accommodate these views, the capacity of the UiODoc board and in hope to foster a more inclusive consultation process and work on these issues at the University, including in the ongoing work to revise the internal whistle blowing procedures.

Whistle blowing can be used for many purposes but our discussion will focus on the issues where fellow students or employees are bullied, harassed or discriminated against in the context of their work at UiO. We perceive that these are the most pressing concerns of the temporary academic staff that we represent at the University. UiODoc are also of the view that the suggested “clarification” in NOU 2018: 6 of ‘kritikkverdige forhold’ (‘complaint-worthy/blameworthy conditions’), which is endorsed by the UiO’s proposed consultation statement, significantly undermines the possibility to address certain cases of bullying, harassment and discrimination.

Narrowing the definition of ‘kritikkverdige forhold’ to explicitly exclude ‘klage som gjelder misnøye med arbeidstakers eget arbeidsforhold’ (complaints that concerns the employee’s own work condition) is counterproductive to the purpose of the whistle blowing procedure. The proposed amendment fails to consider and acknowledge that certain instances of bullying, harassment and/or discrimination (even though they may be detrimental to society), may be invisible to and go unseen for the individuals making up the workforce, and the working environment of the person subjected to bullying, harassment, discrimination. Therefore, it is important that this consultation and the final legislation acknowledge and

reflect the fact that society at large and people in the workplace may have unexamined beliefs. As per Robin DiAngelo (2018), '[w]e must be willing to consider that unless we have devoted intentional and ongoing study, our opinions are necessarily uninformed, even ignorant.'<sup>1</sup> As such, people in the workforce may not have the awareness, understanding or maturity required to identify, consider and report specific issues. Those specific issues may be related to and/or be a reflection of the composition of the workplace. The workforce is made up of many different individuals who have, as a result, many different frames of reference. Human experience is not universal. The work force is not homogeneous. For instance, transgender employees in the workplace may be confronted to issues that may be invisible to or misunderstood by other employees. They may suffer from tailored types of bullying, harassment and/or discrimination. Another example could be that of a non-white employee in a white-dominated work place. Their lived experience of bullying, harassment and/or discrimination in the work place may also be invisible to and go unnoticed for their mostly white colleagues, owing to deeply-rooted racial prejudice and a profound lack of self-awareness when it comes to those issues at societal level. If people in the workplace are not aware of the barriers some of their colleagues face, then they won't see them, much less be motivated to remove or address them through whistle-blowing. Individual workforce members' failure to empathize with or notice employees suffering from mistreatment (bullying, harassment and/or discrimination) is a major flaw in the design of the amended definition. In light of this, we believe that the proposed amendment is problematic and raises serious concerns.

The suggested restriction of complaint-worthy conditions, with the exclusion of blowing the whistle on one's own work conditions, will likely undermine the spirit of the law, and the accessibility of the procedure for society's most vulnerable individuals and groups. As it stands, the text would require too high a threshold to blow the whistle. Employees suffering from bullying, harassment and/or discrimination would have to rely on their work colleagues to notice specific issues they may not be familiar with, able to relate to or have a basic understanding of, to whistle blow. In essence, this would mean that for some employees, the threshold would be so high they would be completely barred from using this legislation. The mistreatment would have to have become so bad that it would eventually become noticeable to the majority through potential visible (or again, invisible) health repercussions. These employees would be put in situation where they would have to resign from their work before being rescued, seen and embraced by the legislation. As we stated above, the workforce is not homogenous, and yet, this amendment fails to reflect this very fact. The presumed homogeneity of the workforce is palpable in the text and risks resulting in inequity for some employees. We believe this amendment would be excluding, and thus lead to differential treatment of employees in the work place. 'We don't have to intend to exclude for the results of our actions to be exclusion' (DiAngelo, 2018). This would be contradictory to the purpose of the Environmental Act to secure a working environment that provides a basis for a healthy working situation and to ensure equal treatment. It also seems to be inconsistent with Article

100 of the Norwegian Constitution on the freedom of expression, even though NOU 2018: 6 suggests that whistle blowing should be based on such right with explicit reference. UiODoc agrees that such link to the Constitution is beneficial but the freedom of expression should not be undermined by restriction of 'kritikkverdige forhold'. UiODoc calls the University to also reflect on this in its own internal work on the matter and to strive for greater inclusiveness, in particular for vulnerable groups, when tailoring its policy and regulation. We therefore urge the University to recognize in its ongoing communications that many of its employees do not understand Norwegian.

Apart from the mentioned shortcoming, we have no more comments but align in large with the UiO's proposed consultation statement. We would however like to add that we have not been able to go through the proposal in great depth due to the lack of time and resources.

On behalf of UiODoc,

Daniel Arnesson (UiODoc Advisory Board) & Vladimir Levchenko (SiN liaisonoffiser)

### E.3 Hearing about law changes on persons with disabilities

To: *Avdeling for fagstøtte, University of Oslo*

Ref: *17/10 2018*

*UiODoc response to «Høringsnotat om lovfesting av ordning med studentombud, synliggjøring av institusjonens plikt til å forebygge og forhindre trakassering og seksuell trakassering og tilrettelegging for personer med nedsatt funksjonsevne og særskilte behov.»*

In this response, we would like to include our views on *improving the facilitation for people with reduced functional capacity and special needs*. This affects PhDs and Postdocs in a number of ways.

In order to create an inclusive learning environment in Higher Education, the institution needs to consider the physical environment, teaching and learning activities, digital environments and use of Information Communication Technologies (ICT's) that support these activities, and the supportive infrastructure. Focusing on the physical environment is outside of the scope of this hearing recommendation. However, what we find highly relevant is teaching and learning activities in combination with the use of digital environments or ICT's. We start first with illustrating the legislative framework that we are aware of, with regard to universal design and digital learning environments. Thereafter we express our views on the hearing recommendation.

First, a regulation regarding universal design of ICT's solutions came into force as of 01.07.2013[1]. The regulation was updated as of 13.09.2017, when it also introduced the use of ICT's in the education and training sector. Amongst the specified areas that the regulation regards are:

1. ICT's, internet solution using a Uniform Resource Identifier (URI) that uses the Hypertext Transfer Protocol (http), such as a website (Norwegian *nettløsning*);
2. digital learning environments that are to be used in the teaching and learning activities (Norwegian *digitala læremidler*);
3. use of a main technological solution of the organization for teaching and learning activities, such as at University of Oslo, hereby UiO, would be Vortex webpublishing system, or Canvas – the official teaching and learning platform (Norwegian: *hovedløsning*).

This regulation should be fulfilled at latest 12 months since it came into action, which means 01.01.2019, for the new solution. The old solutions should be universally designed as of 01.01.2021. We have seen that efforts have been put at UiO towards a more inclusive environment, through *organization and leave services* (Norwegian *tillrettelegging og permisjon*[2]).

Second, there are also discussions on introducing the standard EN 301 549 on the Harmonised European Standards on accessibility requirements for ICT products and services (CEN, CENELEC, & ETSI, 2018)[3]. In Norway, there are ongoing discussions on how this should be adopted and what are the socio-economic consequences, as a result of introducing new requirements for accessibility of webpages and mobile applications (see for instance Haavardsholm, Vennemo, & Kessel, 2018)[4].

With the new legislation coming into force to make systems accessible, many PhDs and postdocs who have teaching responsibilities are not aware of how this will change their teaching. At the same time, students and employees at different faculties and departments may still use different ICT solutions or systems. Moreover, some of the employees, including PhD's and postdocs, are not aware of these regulations at the societal level.

For instance, there are several reports from the Norwegian context, with regard to universal design of digital and physical learning environments. A report from 2018, that included 723 respondents, showed that 236 respondents had dyslexia (33%), psychological and social impairments 129 respondents (18%), reading and writing difficulties (besides those having dyslexia) 122 respondents (17%), concentration problems including ADHD and ADD respondents students (14%), cognitive impairments 43 respondents (6%), hearing impairments 39 respondents (5%), sight impairments 30 respondents (4%), myalgic encephalomyelitis/chronic fatigue 28 respondents (4%) etc. (PROBA samfunnsanalyse, 2018)[5]. According to the report, the number of respondents with cognitive disabilities are higher than those with physical disabilities. It seems that four out of five respondents meet pedagogical barriers, and 27% out of the total number of respondents (723) meet digital barriers.

There are many PhD's and Postdocs that lack awareness of the Norwegian laws and ongoing legislative changes, as well as of the students experiencing various barriers in Higher Education. This is linked to a wider problem for temporary employees, regarding the facilitation for people with reduced functional capacity and special needs. PhDs and postdocs can be unaware of what support there is. This is both in regard to their teaching and also their own support needs.

There does not appear to be a centralized system for making *teaching staff* aware of requirements which their students would need to enable them to participate equally in their courses. This means that teaching staff, including PhDs and postdocs with teaching responsibilities, may be unaware of support that individual students might require in their lectures or tutorials. This is compared, for example, with systems in UK abroad institutions where individual students' needs are sent to tutors confidentially by e-mail. Students liaise with the Student Disability Service to create a "Learning Profile", which is sent automatically to the students' tutors at the beginning of a course to inform them of what adjustments individual student require whilst they are being taught by the tutor. (See, for example, <https://www.ed.ac.uk/economics/current-students/current-undergraduates/special-circumstances>). This means that the individual student does not need to individually inform staff members of adjustments they need, and they also do not need to justify or elaborate on their request. This is just one example of a centralized system. Currently, based on UiODoc members' experience, PhDs and postdocs with teaching responsibilities are unaware of what support services are at the university, and how they should work with them to ensure that students have adequate adjustments. This becomes even more important, since UiO has many temporary employees, some coming from abroad and not being familiar with the Norwegian legislation, or the organization.

Further, we find highly valuable to improve the facilitation of learning for people with reduced functional capacity and special needs. Following Lid (2013)[6], we would like to highlight that we all become disabled given some situations, or as we age. Many of both students and the employees, including temporary employees, can find themselves as "disabled" when using different systems, and when trying to navigate the organization in order to find the right support (for students, and for themselves). We agree that having a studentombud will be beneficial for a better learning/teaching environment, both for students and for employees. We would recommend that there is clearer, accessible information in each department, preferably available online, about which members of staff in the department should be spoken to about the facilitation of their own needs. This would avoid having to ask individuals upon arrival, in an unfamiliar environment, and allow for confidentiality. In regard to temporary international staff, it would also be very useful to outline what provision can be available by the university for supporting individual needs, as university support varies between different countries. For instance, it would be useful to know who to contact in a department regarding necessary desk equipment, and what the department is obliged to help you with in regard to individual adjustments and needs for learning.

Finally, the proposed views align with the United Nations' Sustainable Development Goal 4 – *Ensure inclusive and equitable quality education and promote lifelong learning*, including targets or part of the targets: 4.3 ensuring equal access to education, including university; target 4.5 ensuring equal access at all levels of education for the vulnerable, and persons with disabilities etc., target 4.A. building and upgrading facilities “for an inclusive and effective environment for all”, and 4.A.1 access to “computers to pedagogical purposes”, and “adapted infrastructure and materials for students with disabilities” [7].

#### *Note*

We would like to note that UiODoc did not have the capacity to consult all its members for writing this response. However, our response builds on feedback from colleagues, and an expert from the field. The response is written in English due to the limited Norwegian-speaking capacity of UiODoc board, but also with the aim of inclusion. We would like to kindly ask to send us a reply with the final UiO hearing recommendation, in order to provide an easier follow-up of the matters discussed here, but also of transparency, and being inclusive.

#### Date

XX.XX.2018

On behalf of UiODoc,

Diana Saplacan (UiODoc Advisory Board), Yasemin Nurcan Hacioglu (PR Officer UiODoc)

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[1] Forskrift om universell utformning, <https://lovdata.no/dokument/SF/forskrift/2013-06-21-732>, last accessed 14.11.2018

[2] Tillerettelegging og permisjon, Oslo University, <https://www.uio.no/studier/tilrettelegging-permisjon>, last accessed 19.11.2018

[3] Standard EN 301 549 on the Harmonised European Standards on accessibility requirements for ICT products and services [https://www.etsi.org/deliver/etsi\\_en/301500\\_301599/301549/02\\_01\\_02\\_60/en\\_301549v020102p.pdf](https://www.etsi.org/deliver/etsi_en/301500_301599/301549/02_01_02_60/en_301549v020102p.pdf).

[4] Haavardsholm, O., Vennemo, H., & Kessel, S. (2018). Samfunnsøkonomiske konsekvenser av nye krav om tilgjengelighet til nettsider og mobilapplikasjoner (No. 2018/01). Kommunal- og moderniseringsdepartementet. Retrieved from <https://vista-analyse.no/no/publikasjoner/samfunnsokonomiske-konsekvenser-av-nye-krav-om-tilgjengelighet-til-nettsider-og-mobilapplikasjoner/>

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- [7] Sustainable Development Goal 4, Targets and indicators, <https://sustainabledevelopment.un.org/sdg4>, last accessed 19.11.2018