

• UiODoc



UIODOC ANNUAL REPORT 2019

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1 Executive Summary

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 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 2019.

In 2019, 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 participated in regular meetings with University leadership (Forum for Forskedekaner) and administration (FFF) 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 15 events for temporary academic staff in 2019. The board consisted of 8 active members by the end of 2019.

2 UiODoc Board Structure (31.12.2019)

At the annual general meeting (AGM) in May 2019, three new members were elected, three extraordinarily assigned members were acknowledged and two were re-elected to the board. In 2018, UiODoc established an advisory board consisting of members of the previous board. This has been carried on in 2019 and enables a smoother transition phase and easier consulting of expertise. In October 2018, Yasemin Hacıoglu had been extraordinarily appointed as PR Officer. In January 2019, Riccardo Pulicani and Reidar Schei Jessen have been extraordinarily appointed as Event Officer and PR Officer, respectively. Ana Quiles Jimenez has been extraordinarily appointed as Event Officer in February 2019. Reidar Schei Jessen did not run as a candidate at AGM. In November 2019, Ana Quiles Jimenez stepped down from her position for personal reasons. Margret Veltman has been extraordinarily appointed as Representatives Officer. In the table below, board members are listed for each role.

Board Position	Name	Affiliation
President SiN Liaison Officer Deputy	Arsenii Zahirnyk	Postdoctoral fellow, Institute of Basic Medical Sciences
Secretary	Stefanie Falk	Postdoctoral fellow, Department of Geosciences
Treasurer	Veronica F. Blihovde	PhD candidate, Department of Biosciences
SiN Liaison Officer	Yizhou Shen	PhD Candidate, Department of Chemistry
PR Officer	Yasemin Hacıoglu	PhD candidate, Department of Literature
Event Officers	Riccardo Pulicani	PhD Candidate, Department of Literature
	Lorenza La Rosa	PhD Candidate, Department of Archaeology
Representatives Officer	Margret Veltman	PhD Candidate at the National History Museum
<i>Event Officer (resigned)</i>	<i>Ana Quiles Jimenez</i>	<i>PhD candidate, Research Institute of Internal Medicine</i>
<i>Advisory board</i>	<i>Vladimir Levchenko</i>	<i>PhD candidate, Department of Chemistry</i>

3 Activities in 2019

3.1 Participation in UiO Strategic Activities

3.1.1 Research Dean meetings (Forum for Forskningsdekaner or FFD)

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.

Veronica F. Blihovde (Treasurer) and Arsenii Zbirnyk (President), were representing UiODoc at the research dean meetings in 2019. Meeting agendas and minutes are available from the forum's [website](#).

Since fall 2018, it was decided that FFD 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 FFD.

On the basis of FF, it was created a workgroup that would elaborate and develop the career path development for temporary workers at 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 Forum for forskerutdanning (FFF)

In 2019, UiODoc had been invited by Stian Engen to take part in the regular [FFF](#) meetings. In May, UiODoc established connections to all faculties to take part in events targeting new PhD candidates, e.g. "PhD welcome day" (Faculties for Social Science and Medical), "PhD day" (Faculty for Mathematical and Natural Science).

After consultation of the new board, it was decided to only join FFF meetings in case of relevant points on the meeting [agenda](#) regarding UiODoc policies.

3.1.3 UiO Valg styret

UiODoc was asked to nominate two post doctoral temporary staff representatives as envoys for the [central election board at UiO](#). UiODoc sent Stefanie Falk and Arsenii Zbirnyk (substitute). One meeting was held in December 2019.

3.1.4 Participation in the International Staff Mobility Office (ISMO) services - UiODoc presentation at “Welcome breakfast for international UiO temporary employees”

Members of the executive board have held short presentations of UiODoc at the regular (quart-annual) “Welcome breakfast for international temporary employees” and made UiODoc more visible among the newcomers.

- 09.05.2019 Stefanie Falk, Vladimir Levchenko, Ana Quiles Jimenez
- 12.11.2019 Stefanie Falk, Yasemin Hacioglu
- 31.01.2020 *Arsenii Zabirnyk*

3.2 Policy Activities on National Level

3.2.1 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 all 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 working 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 representative of temporary academic workers in Europe.

UiODoc is among the seven local organizations that have constantly been represented in SiN. In 2019, UiODoc was represented by Vladimir Levchenko and Arsenii Zabornyk as deputy (spring semester) and later by Yizhou Shen and Arsenii Zabornyk as deputy (fall semester). In 2019, SiN held 11 board meetings, of which 9 have been conducted online and 2 have been arranged as personal meetings in Tromsø, and Trondheim.

Topics on SiN agenda

1. Open Science:
Main features are Open Access, Open Data, Open Software, Open Peer Review, Open metrics, Citizen of Science.
2. Career development outside academia:
Exit strategy from academia after PhD.
3. Linked to mobility:
Opportunities and evaluation of the relative importance/quality of mobility.
4. Career development inside academia & Equality:
Young researcher pathways, post doc lift, academical trap. Gender balance, equal opportunities.
5. Well being:
PhD and young researchers status and support.

3.2.2 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 C)

- Hearing about Career support for researchers in early career stages - report from working group (*Norwegian* "Høring. Karrierestøtte til forskere i tidlige karrierefaser")

3.3 New Collaborators

In 2019, UiODoc has established several new collaborations (listed below) to improve the range of lectures, workshop, and event topics that can be offered to PhD candidates and PostDocs at UiO:

1. Boston Consulting Group
2. McKinsey Group
3. Pint of Norway
4. Akademisk Skrivsenter
5. Norsk Folkemuseum

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 the 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

The events organised solely by UiODoc were:

1. **PhD and PostDoc Breakfast Club**: series of morning seminars on different academic and social-development-oriented topics both for PhD candidates and PostDocs. Further information in section 4.1.1.
2. **Discussion Lunch with PhD candidates and PostDocs**: event where UiODoc board tried to collect information from PhD candidates and PostDocs about possible improvements and problems experienced by PhD candidates and PostDocs. Further information in section 4.1.2
3. **Writing Impactful CV and Cover Letters**’ Lecture and **LinkedIn for Career Growth**’ Workshop: theoretical lecture and practical workshop on how to use two fundamental tools (CV and LinkedIn) in order to find a job both in the academic and non-academic market. Further information in section 4.1.3.
4. **Norwegian Folk Dance**: Social event meant to introduce international (and Norwegian) PhD candidates and PostDoc to a characteristic Norwegian tradition. Further info in section 4.1.4.

4.1.1 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. It was started up in 2018 by the MN Faculty, in collaboration with UiODoc, especially for MN PhD candidates. In 2019, UiODoc took over this line of monthly breakfast seminars making them available to all PhD candidates AND PostDocs at UiO. To highlight this broadening of the target group, the series was renamed: PhD and PostDoc Breakfast Club (PPBC).

List of topics for PPBC:

1. **Brace yourself: you are applying for a grant.** 31/01/2019
2. **How to write a grant proposal.** 28/02/2019
3. **Outreach as a form of branding.** 28/03/2019

4. Do's and Don'ts on Google Scholar	25/04/2019
5. Collaboration and self-insight	23/05/2019
6. How to write a CV	27/06/2019
7. How to pitch yourself to employers	29/08/2019
8. How to make better posters	26/09/2019
9. Design thinking for researchers	31/10/2019
10. Fake Science	28/11/2019
11. Imposter Syndrome: is it real?	05/12/2019
12. Pitch yourself!	12/12/2019

Some topics of the PPBC have been more popular than others: on one hand, grant application seminars showed that more than 50 participants attended; on the other hand, topics concerning social development (number 5 and 12, for example) were attended by approximately 25 participants. Most of the participants were PhD students from Science faculties (MatNat/Medicine - specifically for grant-oriented topics) followed by Social Sciences (Samfunnsvitenskapelige fakultet) and then Humanities.

The usual venue was HumSam Biblioteket

4.1.2 Discussion Lunch with PhD students and PostDocs

Date: 2019-02-26

Time: 12:00 PM-1:00PM

Place: Niels Treschows hus - 12th floor room

Participants UiODoc: Riccardo, Ana, Yasemin, Vladimir, Stefanie

Notes

- Possibilities to change how things are handled at UiO regarding temporary staff
- New PhD thesis submission rules at IBV
- Precarious contract situation
 - General difficulties for PhDs to finish in time
 - Often need to work without payment for 6 months to finish PhD
 - Not fair to have “useless” 30 credits when you know that you most likely not finish in time
 - Difficulties in finishing PhD due to arising Visa problems for non European citizens
- Issues and problems with supervision
 - Students with cases wherein supervisor goes away for several months/year/changes job, and co-supervisor not really helping; they'd like the possibility of having an external mentor/tutor that helps them in case something goes wrong.

- Request for more clarity on how to change supervisors.
- Language related discrimination
 - Level of information only available in Norwegian is still high
 - Important courses, e.g. fire safety instructions only given in Norwegian
 - Language courses for exchange students not (not freely) available for international stuff (Norwegian for international staff courses suck)
 - Again more people complaining there are not enough available courses/workshops in English for international students (there only is the twin course in Norwegian)
- Structural problems / information policy at UiO
 - Whom to contact in case of conflict? Not obvious!
 - Responsible person might not even know that he/she is responsible for this conflict?!
 - Unwillingness of change (“old, white, Norwegian”)
 - Phd and postdoc reps are not clearly identifiable. Question of whether you have to be a Norwegian speaker to get that role. If so, could there be a separate rep for international students, as international students do not know much about what the department rep is doing.
- Concerns about PhD “programs” and course offer
 - The obligatory courses (INTRO) are not really good, people feel they’re not good enough.
 - Some courses have a too broad public (background of students), so the content is too broad and doesn’t teach anything new to the students.
 - Students at ILOS would like to have a course in statistics.
- There are people very concerned about the new regulations regarding open access journals, especially PhD students who need to access high impact journals in order to write their theses. They complain that there’s not enough information about this issue, **what it really means** (accessibility to archives of those journals possible?, is UiO still going to pay access to the journal even though we cannot publish in non-open access journals?). No good info about this.
- Events for PhDs and postdocs
 - Movie night and pizza event both got praise for providing a social space for PhDs. Amidst this, some comments about how it is difficult to meet PhDs outside the small number in one’s own department. So more social events.
 - Request for a cross-disciplinary discussion group for PhD and postdocs on current affairs, events and issues, to make one’s PhD seem relevant to society.
 - Request for more opportunities to be able to organise events and academic seminars on their own initiative. Perhaps like a fund. Rather than always needing to go through hierarchy - as this is not transparent. Some events get a yes, some get a no, depending on who you speak to in your department.

- A PhD candidate offered her help to organize surveys for the temporary workers. The survey would serve as a common platform for complaints and feedback from PhDs and postdocs at the UiO. They would give us a quantification of the “rage” or “unsatisfaction” at the UiO.

4.1.3 Writing Impactful CV and Cover Letters Lecture and LinkedIn for Career Growth Workshop

Date: 2019-12-04

Time: 11:30 AM-1:30 PM; 1:30 PM-2:30 PM

Place: Sophus Bugges Hus

Participants UiODoc: Arsenii, Riccardo, Yasemin

These two events were the main career advice events for the term. The lecture was a large open event, on how to present CVs and cover letters, as well as some advice on how to select relevant jobs beyond academia based on your skills. The workshop was a smaller sign-up event, with hands-on advice on how to edit your LinkedIn profile to be understandable beyond academia, with some insights into how employers use the LinkedIn search engine to find relevant candidates. The speaker at both events was Girish Kadar, who has a PhD, and who is an entrepreneur and career coach as well as a neuroscientist.

4.1.4 Movie Night Social/ Well-being Event

Date: 2019-04-03

Time: 5:30 PM-10:00 PM

Place: Escape Cafe, Ole-Johan Dahls hus

Participants UiODoc: Ana Quiles Jimenez, Arsenii Zabirnyk

Irregularly UiODoc organizes movie nights for social well-being and come-together for PhD students and PostDocs from different Faculties. We are pleased to offer also food, typically pizza, for those who registered beforehand. The movie shown was the well known “Dr Strangelove” and has been well received (more than 45 people attended).

4.1.5 Norwegian Folk Dance Social/Well-being Event

Date: 2019-11-20

Time: 5:00 PM-7:00 PM

Place: Escape Bar, Ole Johan Dahls Hus

Participants UiODoc: Arsenii, Stefanie, Margret

UiODoc organized an introduction to Norwegian folk dance in collaboration with Norsk Folkemuseum. This was the well-being and social event for PhDs and PostDocs for the term, and we thought it would be a good alternative to movie nights as it would mean that participants would definitely have a chance to talk to each other. The dance was followed by social mingling and pizza.

42 PhD candidates (71%) and PostDocs (29%) associated to the faculties of Mathematics and Natural Sciences (60%), Humanities (21%), Medicine (10%), Social Sciences (7%), and National History Museum (2%) signed up. About 40 came.

The instructor (Audun Grüner-Hegge) got everybody immediately to join and enjoy the dances, which increased in difficulty during the afternoon.

We regard this event as a success and are planning to organize another one in April 2020 as preparation for the 17th of May.

4.2 Events co-organized by UiODoc in collaboration

4.2.1 Research Bazaar 2019

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 these 2 days of the academic festival, temporary employees could participate in free workshops and learn new skills and tools to make research faster, smarter and more fun!

4.2.2 PhD Day 2019

Together with the Faculty of Mathematics and Natural Sciences (Stian Engen) and the Science Library (Karoline Moe) UiODoc co organized the event where PhD candidates were invited to a day of motivation, inspiration and dissemination. Before the main lecture, UiODoc representatives, Stefanie Falk and Yizhou Shen, gave a short presentation informing about UiODoc.

4.2.3 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 the rest of the world; the State Secretary to the Minister of Regional Development and Digitalisation was one of the invited speakers. For the third 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. Members 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 subdivisions of the

groups for speed dating and others. The event was so successful that a maximum allowed 130 participants number was reached within several hours after the opening of the registration.

4.2.4 Kappe Writing Workshop with Akademiske Skrivesenteret

In 2019, UiODoc has organized a series of events dedicated to Kappe, namely the introductory chapter for article-based thesis. This event has been created in collaboration with Akademiske Skrivesenter and specifically with David Burke. The event had a clear “hands-on” orientation: participants discussed the theoretical goals of the Kappe and then practiced how to structure their *kappe* and how to actually write it. The number of maximum registered participants was set to 30 in order to give appropriate feedback from the instructor. Participants came across all UiO-faculties, with a slight predominance of PhD candidates from science faculties. All the 3 seminars were fully-booked. We have advertised the event using mostly screens and facebook. The first edition of the workshop was organised on March 14th, the second on October 10th, the third on November 13th. Given the popularity of such an event, UiODoc plans on rescheduling this also in 2020.

5 General Assembly and Board Meetings

5.1 General Assembly

Date and time: 2019-05-16, 4:30 PM-5:30 PM

Place: Lucy Smith Hus - Hannah Ryggen-rommet (1004)

Present: Ana (Events Officer), Arsenii (President), Riccardo (Events Officer), Stefanie (Secretary), Vladimir (SiN Liaison Officer), Yasemin, (PR Officer), ((Reidar (Events Officer))

Other participants:

Nan Jiang, Yizhou Shen, Diana Saplacan, Christin Schuelke, Franziska Ihlefeldt, Veronica F. Blihovde, Lorenza La Rosa, Ariadne Kostomitsopoulou Marketou, Dennis Gan

Registration of participants

Did round of introductions of board members and participants

Presentation of UiODoc

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

Election of GM chair

Arsenii Zabirnyk (approved)

Election of GM minutes

Yasemin (approved)

Approval of the GM agenda

approved

Presentation of the annual report 2018 (Stefanie).

Summary:

- Meetings with Rectorate
- Problems for international staff about information
- Importance of voting
- SiN Membership and Eurodoc (one rep from year)

Round table (before election)

- Presentation of UiODoc board members and tasks
- Followed by presentation of open positions by Arsenii

Election of executive board leader and new leadership committee

- Re-elected
 - Arsenii Zabirnyk (President) - unanimously

- Stefanie Falk (Secretary) - unanimously
- Confirmed
 - Yasemin Hacioglu (PR Officer) - unanimously
 - Riccardo Pulicani (Events Officer) - unanimously
- Elected
 - Veronica F. Blihovde (Treasurer) - unanimously
 - Yizhou Shen (SiN Liaison Officer) - unanimously
 - Lorenza La Rosa (Events Officer) - unanimously
- Open
 - Representatives Officer

Miscellaneous

- Topics for PPBC
- Complaints by participants (Nan Jiang)
 - There are apparently problems in accessing IT infrastructure (e.g. printers) for people working at Ulleval sykehus and at the university (with an university contract)
=> She shall try and contact IT officers again (right thing to do) - Not an issue for UiODoc, but a department leadership issue. However, we could try to establish contacts with the IT officers if necessary.
- Socializing
 - Diana advertised her candidacy for the UiO board election (May 20-27)

5.2 Regular Board Meetings

The executive board met for 10 regular board meetings in 2019 on the following dates:

10.01, 07.02, 07.03, 11.04, 09.05, 29.08, 26.09, 18.10, 14.11, 17.12.

In addition, the board met on the Annual General asseMbly (AGM) and the transition board meeting (TBM):

16.05. AGM, 19.06. (TBM)

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*¹ channel for fast exchange of information and complemented by email.

For 2020, meetings are scheduled as follows:

09.01, 06.02, 12.03, 02.04, 05.05, 07.05 (AGM), 04.06 (TBM)

All meetings for the second half of 2020 are to be scheduled by the executive board, elected by the Annual General Assembly in May 2020.

¹ <https://slack.com>

6 Budget 2019

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

6.1 Incomes

Supplier	Description	Amount (NOK)
UIO IB-BILAG	Transferred from last year	kr 221 741
UIO BE VILGNINGSBILAG	Income from allocation of funds, divided on 12 and paid per month	kr 250 000
Total incomes 2019		kr 441 741

6.2 Expenses

6.2.1 Expenses other than board fees

Description	Supplier	Amount (NOK)
Other personell costs (board meetings, AGM, etc.)	ELVEBREDDEN CATERING AS	kr 21 311
	EXPRESSMAT AS	kr 6 300
	NOBEL CATERING & CONDITORI AS	kr 2 618
Kurs, konferanser og reiser	ELVEBREDDEN CATERING AS	kr 38 803
	EXPRESSMAT AS	kr 8 597
	GASTRO CATERING AS	kr 1 794
	UIO INTERNHANDEL SBILAG	kr 7 500
Social events	NORSK FOLKEMUSEUM	kr 5 000
Other running costs	ELVEBREDDEN CATERING AS	kr 7
	EXPRESSMAT AS	kr 226
	GASTRO CATERING AS	kr 138
	IDE HOUSE OF BRANDS AS	kr 16 363
	UIO INTERNHANDEL SBILAG	kr 545
	NORSK FOLKEMUSEUM	kr 50
	Other	1073
Total expenses 2019		kr 110 324

6.2.2 Board Fees

Note: Board compensations relative to the second half of the year (May-December 2018) were paid in January 2019.

Description	Amount (NOK)
Board compensation May-Dec 2018	kr 31 171
Vacation pay, employer's tax and pension for board compensation May-Dec 2018	kr 4 395
Total board fees autumn 2018, paid in Jan 2019	kr 35 566

Note: The board compensation for spring and autumn 2019 was paid in Jan 2020. Therefore only an estimate is provided in the following table.

Description	Amount (NOK)	
Board compensation spring and autumn 2019	kr	71 248
Vacation pay, employer's tax and pension for board compensation spring and autumn 2019	kr	12 500
Fees for board compensation spring and autumn 2019	kr	16 252
Total board fees spring and autumn 2019, to be paid in Jan 2020	kr	100 000

6.3 Budget Overview

Description	Amount (NOK)	
Income	kr	471 741
Expenses	kr	145 890
Board compensation 2019	kr	100 000
Balance	kr	225 851

7 Plans for 2020

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 PhD candidates and PostDocs. We invite speakers from a variety of backgrounds who offer specialised advice. Topics in 2020 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 Establishing Outreach Events

We plan to organise an event in which PhD candidates and PostDocs can pitch their research in under 10 minutes, to an audience who are from different disciplines. The idea was raised as some PhD programmes require an outreach component, and therefore we would have PhD candidates already who are interested as they need to fulfil this component, but also hope to build this into a broader public-facing event. We would aim for this to become a regular event, once a term after it is trialled. We plan to trial one such event in the Autumn term with a university audience, and then in future expand to consider ways of advertising this event more effectively to the public, so that the outreach of the research can go beyond the university. As well as being an outreach and social platform, we hope that it will also increase cross-disciplinary collaboration; once we have enough demand and this is established as a regular event, themed topics could bring together similar concerns from across disciplines.

We plan to make an informal “call for papers” at the start of the autumn term, and to host the event mid-autumn.

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 so 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.

Bearing this in mind, and knowing how important are winter outdoor activities, we are now organising a ski course in collaboration with the Norwegian School of Sport (Norges idrettshøgskole, NIH) and the instructor Magne Lund-Hansen. The course will take place on the 24 of March.

We will continue to regularly run Movie Nights, aiming for 3 times per semester. These nights are held in the evenings, including 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 students 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 temporary employees together 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 2020

Type	Description	Supplier	Amount (NOK)	Balance (NOK)
Income	Annual compensation	UiO Hovedboksbilag	250 000,00	250 000,00
	Budget surplus 2018	UiO Hovedboksbilag	225 851,00	475 851,00
	<i>Total incomes 2019</i>		475 851,00	
Expense	Board fees		-100 000,00	375 851,00
	SiN membership 2019		-2 000,00	373 851,00
Expenses - spring	Breakfast Club (monthly event, 6 events in 2019)		-36 000,00	337 851,00
	Kappe workshop with David Andrew Burke	Consultant	-4 000,00	333 851,00
	Board dinner		-5 000,00	328 851,00
	General assembly/recruitment		-5 000,00	323 851,00
	Marketing material	IdeGroup	-100 000,00	223 851,00
	Grant writing workshop		-15 000,00	208 851,00
	Innovation grant writing workshop		-15 000,00	193 851,00
	Career evening with Boston Consulting Group		-3 000,00	190 851,00
	<i>Total expenses Spring</i>		-183 000,00	193 851,00
Expenses - autumn	Breakfast Club (monthly event, 6 events in 2019)		-36 000,00	157 851,00
	Kappe workshop with David Andrew Burke	Consultant	-4 000,00	153 851,00
	Workshop with invited speakers		-40 000,00	113 851,00
	Scientific writing workshop		-20 000,00	93 851,00
	Career evening with consultancy company		-3 000,00	90 851,00
	Union event		-5 000,00	85 851,00
	Media & magazine		-10 000,00	75 851,00
	Participation in external events		-20 000,00	55 851,00
	<i>Total expenses Autumn</i>		-138 000,00	
Total expenses (other than board fees and SiN membership)				-321 000,00
Final balance 2019				154 851,00

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, stipendiaters, postdoc-stipendiaters 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 stipendiaters 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 vitenskapelige 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 målgruppas 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 - UiODoc response to hearings

C.1 Career support for researchers in early career stages

Report from working group

We believe there are good recommendations presented in the report and appreciate the concretisation of a comprehensive, institutional career support system for the two levels of Ph.D. and postdoctoral / interim researchers. We have also been given the opportunity to be included in the consultation statement from the MN faculty and support the points for improvement of the report that are highlighted here. In addition, we would like to add some points that we think are important to take into consideration in further work on the report.

1. Information at the beginning of the position

It is important to be informed about the opportunities for career support and preferably get a link to the online resource that will be implemented as early as possible after employment. Preferably in an introductory mail or at a welcome meeting, but for PhD fellows it is important to inform about this when being accepted to the PhD program and not upon hiring as this will not reach out to those who are not employed at UiO. At UiODoc we have a welcome package that is a document with relevant information for all new employees at UiO and are happy to include career support information in this document and help reach out to the younger researchers.

2. Time pressure and demands in temporary positions

Since the time pressure is very present throughout the period in temporary positions and the requirements for what is to be done are a major focus both for younger researchers and for their supervisors, career development will not necessarily be something they choose or are recommended to make time for. To prevent losing the opportunity to participate in the offers that already exist and the measures to be implemented, it should be considered whether this should be implemented as part of the position, for example, as the third semester evaluation is a part of the doctoral degree that must be completed for PhD fellows. For example, this can be included by supporting participation in boards or other activities that also help younger researchers develop generic skills that will be valuable for a further career whether that will be in academia or outside.

3. Mentoring at an earlier stage

Mentoring should be considered to be implemented already at PhD level for those who want it. This can give PhD students the opportunity to obtain information and advice, preferably in

collaboration with alumni outside academia, in addition to the guidance from a professional supervisor to ensure that they receive adequate information on career opportunities both inside and outside academia. This can also help elucidate opportunities outside academia at an earlier stage so that the further career move to a postdoctoral position is not done because it is the normal or standard way forward when you have too little information on possible alternatives, but rather becomes a conscious choice with the goal of a career in academia.

4. Exchange of experience for existing offers

As mentioned in the report, there are already some existing offers for career support for younger researchers at both faculty and at the central level that work well. For instance, the MN faculty have several good offers in collaboration with the Career Center (Karrieresenteret) and we believe it is important that other faculties and UiO centrally collaborates with the Career Center to utilize the resources UiO already has available here. It should also be arranged so that those who have been and are responsible for the implementation of the existing offers can contribute to the implementation of similar and customized offers at other faculties. Alternatively, different faculties may focus on different topics within career development and have offers made available to younger researchers at several of the faculties. This will provide a good basis for collaboration on career support offerings across faculties and increase networking as well as simplify and speed up the process of implementing a career support system.