

2020

UIODOC ANNUAL REPORT



 **UiODoc**

Interest organization for PhDs and
Postdocs at the University of Oslo

UiODoc Board 2020-2021

Executive Summary

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

The core aims of UiODoc are to:

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

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

This Annual Report serves to document and to inform the represented group and the UiO management about the activities undertaken by UiODoc in 2020, and some of the plans of UiODoc for the next year. The Board consisted of nine active Board members by the end of 2020, who will continue their work throughout the first half of 2021. This annual report will be presented at the Annual General Meeting of UiODoc in 2021.

While the pandemic impacted many of UiODoc’s activities in 2020, UiODoc managed to sustain its important role as the official organisation representing and uniting PhD candidates, postdoctoral researchers and other scientific staff with a temporary employment at UiO. This report highlights the notable achievements and challenges of last year and will provide direction for the future.

Part I of the report describes the work UiODoc has done to fulfil its aims in 2020. Strategic activities that were carried out with regards to the first purpose of UiODoc are described in Section 1 of this report. Among others, UiODoc has:

- Identified temporary staff representatives across UiO and established a database with the aim of facilitating a network for knowledge exchange to better understand the working conditions of temporary staff
- Participated in several forums and committees at UiO including the Forum for research deans (FFD) and the Forum for researcher education (FFF)
- Put mental health services for employees on the agenda and advocated for fair handling of delays as a result of the pandemic
- Been a working group member in several national surveys and reports, addressing the topics of international mobility and covid-19 extensions

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

Events and meetings that were organised to fulfil the second and third purposes of UiODoc are described in Section 2 and 3. Throughout 2020, UiODoc hosted 14 different events (the majority digital), that offered a mix of professional and academic learning opportunities.

To sustain and coordinate the activities of UiODoc, the Board held 11 regular Board meetings, one Board transition meeting and hosted both the AGMs for UiODoc and its national umbrella organisation, SiN. A financial statement reporting the income and expenses related to UiODoc's activities is given in Section 4.

Part II of the report lays out the continuation of UiODoc's activities for 2021. Section 5 describes some of the planned strategic activities. Most notably, UiODoc plans to:

- Facilitate meetings with and between the representatives of temporary staff on all Faculty Boards
- Have regular discussions with the rectorate on matters of importance for PhDs and postdocs
- Start new collaborations with partners in the field of science communication
- Contribute to better career development programmes and policies

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

Despite the continuing pandemic, UiODoc plans to maintain a steady schedule of (digital) events throughout 2021, with monthly PhD and Postdoc Breakfast Clubs and an assortment of other talks and workshops – most notably a panel discussion on the effects of the pandemic for early career researchers, scheduled in January 2021. All planned events are described in Section 6.

The active Board will continue to meet monthly and host an AGM at the end of the Board term. A budget overview of the activities planned for 2021, is given in Section 7.

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Board 2020-2021

At the Annual General Meeting (AGM) on 8 September 2020, eight new members were elected, one extraordinary Board member was elected, and one existing Board member was re-elected. Margret Veltman was extraordinarily appointed as Representatives Officer in 2019 and was elected President. While Yizhou Shen was re-elected as SiN Liaison officer, he stepped down from this role in September 2020 and representation in the SiN Board was subsequently taken over by the President, Margret Veltman. The Board composition was stable thereafter, and the remaining Board members carried out their duties for the term of election (one year) until the next AGM in 2021.

Name	Position	Affiliation
Margret Veltman	President	PhD candidate, Natural History Museum
Michael Goul Larsen	Secretary	PhD candidate, Department of Pharmacy
Olga Zlygosteva	Treasurer	PhD candidate, Department of Physics
Lasse Keetz	Events officer	PhD candidate, Department of Geosciences
Erling Hagen Agøy	Events officer	PhD candidate, Department of Culture Studies and Oriental Languages
Khalisah Zulkefli	PR officer	Researcher, Department of Biosciences
Christina Johannsen	PR officer	PhD candidate, Department of Biosciences
Vipin Kumar	Representatives officer	Postdoctoral fellow, Centre for Molecular Medicine, Norway
Jesus Adrian Chimal Ballesteros	Representatives officer	PhD candidate, Natural History Museum
Yizhou Shen	SiN Liaison officer (until September 2020)	PhD candidate, Department of Chemistry

Part I: Activities 2020

1 Strategic activities

Following the AGM, the Board 2020-2021 formulated explicit aims to increase the reach of UiODoc among its members and to strengthen its connections with the representatives of temporary research staff in the Board and programme councils across the University. These aims were formulated in an effort to root UiODoc's activities more firmly in its constituency, which is large and diverse and has been challenged by a lack of cohesion and physical connectedness during the pandemic. The activities connected to these goals are described in Section 1.1 and in 5.1 (Planned activities).

1.1 Membership

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

1.1.1 Reaching out to new members

A long established approach of UiODoc to advertise our activities and involve our members has been to present ourselves at introduction meetings and courses for new PhD students and postdocs. UiODoc is regularly invited to present at the welcome breakfasts hosted by the International Staff Mobility Office for incoming international researchers (see Section 1.3.1). Since international researchers make up approximately half of UiODoc's membership basis, we are reasonably confident that these meetings, when held regularly, will make UiODoc visible to about half of our constituents.

Three of the largest Faculties (in descending order of number of PhDs enrolled) are the Faculty of Medicine, the Faculty of Mathematics and Natural Sciences, and the Faculty of Social Sciences. Together, these comprise more than 80% of UiODoc's PhD members and about 75% of postdoc members. UiODoc has ongoing collaborations with each of these Faculties, whereby representatives of the Board are invited semesterly to present UiODoc

¹ According to the national database for statistics on higher education, hosted by the Norwegian Center for Research Data (NSD), UiO had close to 3000 active PhD agreements in 2019. Part of this number might be explained by PhDs candidates who have finished their contracts but did not defend their dissertation, meaning that the actual number of active PhD students at UiO will be lower.

at the compulsory introduction courses of the Faculties of Medicine (MF9010E) and Social Sciences (SV9103), and the events organised by UiODoc are disseminated in the PhD and postdoc bulletin which is distributed weekly by the Faculty of Mathematics and Natural Sciences to all its PhDs and postdocs. To boost participation and representation of members from the smaller Faculties as well, the UiODoc Board will be reaching out to relevant Faculty administrative staff to seek out opportunities for member engagement in the coming year (see Section 5.1.1).

1.1.2 Identifying temporary staff representatives

UiODoc appointed two Representatives officers in 2020 to maintain close contact with the representatives of (temporary) research staff across different administrative units in UiO. The goals of this were two-fold: to better our understanding of and ability to play into the idiosyncratic working conditions of our members in different Faculties and centres in particular; and to bring relevant knowledge about UiODoc's constituents to the attention of the representatives in general. On top of this, we aimed to make the existence and work of the representatives more visible to our members, and to facilitate a network for knowledge exchange and experience sharing between the representatives from different Faculties.

In the latter half of 2020, UiODoc started this work by setting up a general workflow to build an inventory of the contact details of current and active temporary staff representatives at the different administrative levels of UiO. This effort highlighted differences in how accessible and up to date this information is across Faculties and departments. Given the large number of representatives at smaller administrative units and the decisive position of Faculty Boards in the realisation of UiO policies, we decided to focus our initial efforts on the main and deputy representatives of temporary research staff in the UiO Faculty Boards. This resulted in a database of seventeen people (sixteen representatives in Faculty Boards and one representative in a PhD programme council) representing all eight Faculties, which were contacted in early 2021.

1.2 University of Oslo

UiODoc has a seat in several forums and committees at UiO where matters of interest to temporary research staff are discussed, in order to represent the interests of our constituents. These include the forum for research deans (FFD), the forum for researcher education (FFF) and the central electoral committee.

1.2.1 Forum for research deans (FFD)

The forum for research deans ("Forum for Forskningsdekaner") is an advisory body for the University with a focus on research and strategy. The forum meets approximately once a month and all Faculties are represented, in addition to the University management and UiODoc. Meetings are held in Norwegian. Veronica Blihovde (Treasurer) and Arsenii Zabirnyk (President) represented UiODoc at the FFD meetings until September 2020. Following the AGM, Michael Goul Larsen (Secretary) and Erling Hagen Agøy (Events officer) took over as UiODoc representatives in the FFD meetings. There were ten meetings in total in 2020. The agendas and minutes of these meetings are published on the FFD [website](#).

In 2019, the FFD established a working group to explore and set up career development options for early career researchers at UiO. Vladimir Levchenko (Board 2018-2019) was appointed as representative on behalf of the PhD community and UiODoc. The results of this working group were published late 2019 in the report, 'Career support to researchers in early career stages: a comprehensive and systematic approach' ("Karrierestøtte til forskere i tidlige karrierestadier: En helhetlig og systematisk tilnærming") and submitted for consultation to the units of UiO and UiODoc. UiODoc provided input on this report. The consultation is published on our website and a copy is included in Appendix C.

1.2.2 Forum for researcher education (FFF)

The forum for researcher education ("Forum for Forskerutdanning") is an arena for coordination and exchange of experience for the administration of researcher education at UiO. The forum convenes about once a month and brings together representatives of all the Faculties as well as the University management and support units. The meetings are held in Norwegian, although topics may exceptionally be discussed in English. Because of the pandemic, the meeting on 12 March 2020 was cancelled. For this reason, there were seven meetings in 2020 instead of the usual eight. The agendas and minutes of these meetings are published on the FFF [website](#). Before the AGM, UiODoc Board members would attend based on availability and need. Following the AGM, Margret Veltman (President) became the contact point for FFF meetings.

Given the administrative nature of many topics discussed at the FFF, UiODoc is only invited to these meetings whenever topics of special interest for our members are discussed. Since November 2020, UiODoc has been in dialogue with the FFF to become more structurally involved as an affiliate member. The December meeting was taken as an opportunity to introduce the Board 2020-2021 and find potential topics for collaboration. This collaboration will be continued in 2021.

The year 2020 also saw the culmination of a career development survey taken among early career researchers by the FFF. This resulted in the development of a career support [web portal](#), for which UiODoc was consulted in a meeting in December 2020 and will be released for publication in 2021.

1.2.3 Central electoral committee ("Det Sentrale Valgstyret")

The central electoral committee oversees the nomination and election process for positions in the central University Board, which is the highest decision-making body at UiO. The committee's working language is Norwegian and most work is carried out in the Spring semester, when the central elections are scheduled. UiODoc is in charge with appointing two representatives for temporary staff in the [central electoral committee](#) at UiO. Before the AGM, Stefanie Falk (Secretary) and Arsenii Zbirnyk (President) acted as representatives. After the AGM, Michael Goul Larsen (Secretary) and Erling Hagen Agøy (Events officer) acted as representatives. A total of six meetings were held on March 4, June 8, August 31, September 7, October 7, and November 26.

Attracting candidates and voting for the University Board is important, because this is where the strategy for education and academic development at UiO are drawn up. The University Board will have, in addition to representatives from permanent Faculty, technical and administrative staff and students, one main representative for temporary staff as well as two deputies who represent PhDs and postdocs. In addition to acting on

behalf of our members at the central electoral committee meetings, UiODoc therefore also strives to promote general awareness of the elections and how to run and vote for candidates, by providing information in English and calling for nominations among our members.

1.2.4 Consultation statements at the University level

Besides regular participation in strategic meetings in the UiO context, the UiODoc Board is also involved in reviewing and providing comments on proposed policy documents. In 2020, UiODoc wrote a consultation statement on the report from the Working Group on Career Support for Researchers in Early Career Stages (“Intern høring – Karrierestøtte til forskere i tidlige karrierefaser”), which is published on our website. More details about this working group are written in Section 1.2.1 Forum for research deans.

1.3 Other collaborations

1.3.1 International Staff Mobility Office (ISMO)

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

In order to promote awareness of UiODoc and its core activities among newcomers from abroad, UiODoc gives short presentations at the regular “information and welcome meetings for new international researchers” hosted by the International Staff Mobility Office, which are held several times a year. Due to the lockdown and ensuing travel and events restrictions, these welcome meetings were suspended for a while, but in the Fall semester 2020 UiODoc was able to meet and introduce the organisation to new international employees on 15 September and on 13 November. Despite possible new lockdowns, these meetings will hopefully continue to be possible in the foreseeable future. UiODoc will also continue to collaborate with ISMO on important topics such as Norwegian language training, onboarding and information provision for new employees.

1.3.2 Unions

UiODoc maintains regular contact with unions that are relevant for PhDs and postdocs and considers it one of its core duties to promote awareness of the importance of unionising for ensuring fair and competitive working conditions and collective salary agreements. Throughout 2020, UiODoc has maintained dialogue with the unions on important topics affecting working conditions, such as the pay gap resulting from a raise in salary for new hires and research delays caused by the pandemic. One notable outcome of this has been the commitment to organise a panel discussion on the effects of covid-19 for early career researchers. Further details on this can be found in Section 6 Planned events.

1.3.3 Occupational Health Services Unit (EBHT)

An ongoing theme in the working conditions of temporary employees is the large number of PhDs and postdocs that suffer from stress, burnout and other mental health

complaints. Apart from sick leave and dropout, which are detrimental for the University itself, the consequences for PhDs and postdocs themselves can be more far-reaching if they do not receive adequate help. UiODoc has been partnering with the Occupational Health Services Unit (EBHT) to highlight the particular problems afflicting researchers on temporary contracts when they try to navigate the system. PhD students are often unaware that the student health services offered by SiO are not available to them, and many have not heard of the existence of the Occupational Health Services Unit (EBHT) that is specifically dedicated to employees. The problem is exacerbated for those that are externally employed, and do not have the same access to services offered to UiO employees.

Together with the EBHT, UiODoc has summarised and brought forward this issue to the UiO management with the aim to provide better and more transparent information about mental health services to PhDs and postdocs. This work will continue throughout 2021. EBHT has also been featured in several events organised by UiODoc with a focus on mental health. More information on this can be found in Section 2.2.

1.4 Stipendiatororganisasjonene i Norge (SiN)

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

SiN consists of a Board that is elected from nominations put forward by member organisations at its Annual General Meeting (AGM). Since the Board members are scattered throughout the country, the organisation is not bound to a specific place or city. The daily operation of the Board therefore mainly occurs via email and video conferencing, although meetings in person are arranged occasionally to strengthen the Board's cooperation. Since 2020 was mostly characterised by the covid-19 pandemic, no in-person meetings were arranged this year, apart from the AGM.

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

1.4.1 SiN Board

UiODoc is among the seven local organisations that have constantly been represented in the daily Board of SiN. From May 2019 until September 2020, UiODoc was represented by Yizhou Shen as both UiODoc and SiN Board member. On 11 September 2020, UiODoc hosted the SiN AGM on Blindern Campus and Yizhou Shen and Margret Veltman were elected into the SiN Board. Since September 2020, UiODoc has been represented in the

SiN Board by Margret Veltman. Throughout 2020, SiN held nine regular Board meetings, and one meeting with the presidents of all its member organisations (the first of the so-called quarterly meetings which will be continued in 2021), all of which were conducted online.

1.4.2 Network for leaders of PhD and postdoc organisations

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

To ensure sufficient communication with those member organisations that are not represented in the Board, SiN has decided to host quarterly meetings, in addition to the monthly Board meetings, specifically for the presidents of member organisations to exchange information, start new collaborations and discuss plans for influencing policy issues on the national level. The first of these quarterly meetings took place on 26 November 2020, with new meetings scheduled in Spring and Summer 2021. In addition, newsletters will be sent out following each quarterly meeting to all member organisations of SiN. This will ensure continuity of UiODoc's connection with SiN, even if there is no representative from UiODoc in the SiN Board.

1.4.3 Working groups

Since 2019, SiN has been structuring their activities in working groups focusing on several important themes. Yizhou Shen (SiN Liaison officer) was involved in the working group on mobility and internationalisation, for which a survey was conducted. The results of this survey were presented at the SiN AGM on 8 September 2020.

In addition, following the lockdown of March-May 2020, Stefanie Falk (Secretary) and Margret Veltman (Representatives officer) started a grass-roots collaboration with two other PhD organisations, DION (NTNU) and PhD-Forum (OsloMet), to address the rising inequalities and negative effects of the pandemic on research and researchers. Particular attention was given to the inability of researchers on time-bound contracts to do research and the perceived lack of an institutional response required to remediate this problem. To substantiate these claims and map the size of the problems across different institutions in Norway, the group designed a short survey to map the extent of delays (including their causes and compensation) experienced by early career researchers. They also maintained close contact with a representative of the mental health and well-being working group of SiN with the aim to instigate national traction. Between August and September, nearly 800 responses were submitted by PhDs and postdocs from nine different institutions, demonstrating the interest in and urgency of the issue.

Following the SiN AGM on 8 September 2020, the efforts of this group were formally incorporated in the mental health and well-being working group of SiN, and a formal report was written by UiODoc and the other working group members later that Fall, revealing widespread delays as well as insufficient compensation. The results led to several media appearances and an oral statement given at a digital meeting on the

consequences of the pandemic for research, organised by the Ministry of Education and Research on 2 December.

Despite the widespread attention that the issue received both locally, at UiO, and nationally, 2020 did not yet see a large scale solution to the problems faced by many early career researchers to carry out their research. UiODoc therefore plans to continue this work in 2021, more of which is described in Section 5 Planned activities.

1.2.4 Consultation statements at the national level

Through SiN, UiODoc has contributed to the national consultation statement on the new digitalisation strategy for the University sector: 20/0319-56 – Innspill for den “Ny digitaliseringsstrategi for universitets- og høyskolesektoren – invitasjon til åpen innspillrunde”.

2 Organised events

In the past year, UiODoc arranged fourteen events, of which seven belonged to the PhD and Postdoc Breakfast Club (PPBC) series, and two consisted of the same events that was held several times over a couple of days. Of these events, four were held in person and the remaining online. The events were advertised online through our social media channels (Facebook, Instagram, and Twitter) as well as through our newsletter and website. Most of the events focused on academic career development and the unique challenges faced by early career researchers. The number of participants at our events varied according to the time of the year and the intensity of activity at the University, but is usually somewhere between fifteen and 70. While one event, the Christmas Quiz, had an exceptionally low turn-out with just five participants; however, we can count on at least 30-40 participants for most events.

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

The events organised independently by UiODoc were:

1. *PhD and PostDoc Breakfast Club*: a series of morning seminars on different career and academic topics relevant for PhD candidates and postdocs. The topics for 2020 are given in Section 2.1.1.
2. *Virtual Writing Seminars*: multi-day events held twice in 2020 where invited speakers help the participants progress on their work during so-called "writing retreats." Further information in Section 2.1.2.
3. *Mental health week*: a series of talks addressing common mental health problems faced by PhDs and postdocs, providing space for sharing and reflecting on personal experiences. Details are provided in Section 2.1.3.
4. *Working from home*: an interactive session hosted by the student counsellors from ForVei on the challenges of home office and how to deal with them. More information in Section 2.1.4.
5. *Christmas quiz*: the first digital social event of the year, with entertaining questions about Norwegian Christmas traditions and enticing prizes to win. More details provided in Section 2.1.6.

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

1. *How to pitch your skills*: With Boston Consulting Group (BCG). A continuation of a long-standing collaboration, where BCG provides a speaker to talk about a relevant topic. Further information in Section 2.2.1.
2. *Preparation for academic jobs after PhD*: With Women Researchers in Informatics. For this event, various speakers were invited to talk about career prospects and tips for PhD graduates. More information in Section 2.2.2.

2.1 Events organised by UiODoc

2.1.1 PhD & Postdoc Breakfast Club (PPBC)

Date: Last Thursday of the month

Time: 09:00 -10:00

Place: Scene HumSam / Zoom

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

The following topics were presented at the PPBC seminar series in 2020:

1. *How to plan a grant proposal* (by Jørgen Kirksæther, January 30, Scene HumSam)
2. *An Introduction to EU grants* (by UiO EU office, February 27, Scene HumSam)
3. *Self-insight in collaboration: Discover yourself in action!* (by Koyote Millar, June 9, Zoom)
4. *How to write your CV?* (by Vivienne Lumayag, September 3, Zoom)
5. *Imposter Syndrome - Is it real?* (by Hugo de Boer, September 24, Zoom)
6. *How to Pitch Yourself to Employers* (by Alan Belardinelli, October 29, Zoom)
7. *How to Make Better Posters* (by Karoline Moe, November 26, Zoom)

While traditionally the venue for PPBC has been HumSam-biblioteket, all of the events last year, except for the first two, were held on Zoom. The number of participants ranged from just over 20 for the event “How to make better posters” to 60 for the topic “How to pitch yourself to employers”. We can generally rely on having some 30-40 participants, while particularly popular events may attract twice as many participants. Most of the participants were PhD students from the Mathematics and Natural Science and Medicine Faculties followed by the Social Sciences and Humanities Faculties, but we also observed participants from different affiliations across UiO.

2.1.2 Virtual writing seminar

Date: 3-7 May & 22-26 June 2020

Time: All day

Place: Zoom

UiODoc invited Mathew Stiller-Reeve and, for the second event only, Åsmund Eikenses, for a series “writing retreats” comprising several talks and writing sessions. During these virtual writing seminars, UiO’s PhDs and postdocs had the opportunity to discuss their writing, learn new writing techniques and make progress on their work. Two such virtual writing seminar series were held, the first over three days from May 3 to May 7 and the second over five days from June 22 to June 26. The repeated success of this event shows the large demand for hands-on writing training among our members, perhaps especially during a time when little experimental and fieldwork was possible.

2.1.4 Mental health week

Date: 10 & 14 October 2020

Time: 11:30 -13:30 & 13:30 -14:30

Place: Zoom

The series “Mental Health Week by UiODoc,” held around the World Mental Health Day on October 10, comprised two separate events. In the first event on October 10, a speaker from UiO’s Occupational Health Services Unit (Kristine Mollø-Christensen) gave a talk about the mental health risks faced by PhD candidates and postdocs and the ways to deal with them. The second event on October 14 was an interactive session with a psychologist (Maria Abrahamsen Østhassel), known from social media as PsyktDeg, dealing with the topics of burnout, stress and anxiety. Both events were well received by our members. We had a particularly high number of 74 sign-ups for PsyktDeg’s event, representing all University Faculties apart from Theology. A particularly high number of participants were from the Faculties of Mathematics and Natural Sciences and Medicine. We want to emphasize the clear demand for information and exchange surrounding mental health, which became especially evident during the interactive parts of the seminars.

2.1.5 Working from home

Date: 24 November 2020

Time: 13:00 – 14:00

Place: Zoom

The year’s final mental health-related event was given by advisers Ilan Dehli Villanger and Linda Therese Sørensen Westgaard from the “ForVei” counselling service at the Faculty of Mathematics and Natural Sciences. It focused on the physical and psychological impacts of prolonged periods of home office as a result of the corona shut-down. The interactive seminar presented strategies to make the most of the difficult situation and, equally important, it offered an opportunity for the participants to freely exchange experiences and worries with their peers. Some participants found it unfortunate that the counselling services of ForVei are exclusively available to people affiliated with the Faculty for Mathematics and Natural Sciences. Even so, this event had a high number of 51 sign-ups, demonstrating significant interest and need for discussion spaces on important topics such as these.

2.1.6 Christmas quiz

Date: 17 December 2020

Time: 12:30 -14:00

Place: Zoom

UiODoc’s last event the previous year was a quiz for postdocs and PhDs about Christmas traditions in Norway and popular music and culture. We initially planned a team-based competition, but changed to individual participation due to the number of participants. Prizes in the form of gift cards were promised to the winner. We attribute the low attendance to “Zoom fatigue” after a long period of primarily digital social and professional interaction and the unfortunate date close to the Christmas holiday. For the participants themselves the quiz was a success, so the idea will be retained for future events. Everyone who participated, excluding UiODoc Board members, was given a gift card.

2.2 Events organised by UiODoc in collaboration with partners

2.2.1 From academia to business: how to pitch your skills

Partner: Boston Consulting Group (BCG)

Date: 28 February 2020

Time: 14:00 -15:00

Place: Auditorium 3, Sophus Bugges Hus

UiODoc has had a long-term collaboration with Boston Consulting Group, which resulted in several events for our constituents by speakers from BCG over the past years. In this particular event, the participants learned about the vital importance of being able to pitch their skills, with a focus on the private business sector.

2.2.2 Preparation for academic jobs after PhD

Partner: Women Researchers in Informatics (WRI)

Date: 4 November 2020

Time: 13:00 -14:40

Place: Zoom

In collaboration with Women Researchers in Informatics, UiODoc invited a series of speakers that discussed the prospects of finding a job in academia after completing a PhD degree. The participants were given useful tips and were able to listen to a final panel discussion among the invited speakers, who were themselves in different stages of their academic career.

2.3 Note on the impact of covid-19

The global pandemic had its impact on UiODoc's activities in 2020, just as it did on the University as a whole and on Norwegian society. After the initial social lockdown in March, which included the closure of physical teaching at the University, UiODoc had to cancel a number of planned activities. Over time, our Board members became more competent at hosting events on Zoom as an alternative to physical meet-ups, just as our speakers also adapted to this new reality. However, it is regrettable that we were able to hold fewer events during the Spring semester, and that no events were arranged in March and April.

In addition to the organisation of the events themselves, the pandemic had an impact on how we advertised for them. While previously posters placed around UiO's campuses were a key part of our advertisement strategy, in the time of home office we were forced to limit our event dissemination to online mediums. We still managed to recruit a good number of participants to our events, which we think reflects the general need for interaction, personal development and distraction during this time. However, we cannot exclude the possibility that we could have attracted more members and potential attendees had the campuses been open and events hosted in person.

3 Meetings

3.1 Board meetings

Regular Board meetings were held once a month, excepting the holidays (July). Meetings before the summer were held on 16 January, 20 February, 12 March, 16 April, 14 May, and 18 June; after the summer they were held on 6 August, 3 September, 13 October, 17 November and 8 December. In addition, a transition meeting involving both the old (2019-2020) and new (2020-2021) Board was held on 29 September.

Meetings lasted on average 2 hours. The Board meetings mostly served to make collective decisions and coordinate activities, as well as to report on the various topics discussed in other meetings where UiODoc is represented (such as the Forum for research deans, Central electoral committee and SiN). Time was allotted each month to discussing events planning and evaluations, regular contacts with various units within UiO, as well as external enquiries and concerns raised by our members. In addition, time was spent on preparing strategic activities concerning topics of importance for UiODoc's members, such as mental health, the pay gap caused by the collective salary negotiations in 2019, and other employment conditions – not least of which the pandemic. The September meeting was focused solely on preparing the AGM.

Since March, all meetings until the AGM were held online. The only meetings after the AGM held in person were the Board transition meeting in September and the first regular Board meeting of the new Board in October, after which the second lockdown made it necessary to move Board meetings online. In 2021, the monthly meetings will be continued digitally until easing covid-19 restrictions will allow for the UiODoc Board to convene in person again.

3.2 Annual General Meetings

3.2.1 UiODoc Annual General Meeting

Date: 8 September 2020

Time: 16:30-20:00

Place: Sophus Bugges hus, auditorium 1 / Zoom

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

Agenda and minutes of the UiODoc AGM 2020

Note: this is a condensed version. For full minutes, see our [website](#).

Present (UiODoc Board): Margret, Stefanie, Yizhou, Arsenii, Veronica (on zoom)

Other participants: Khalisah Liyana Binti Zulkefli, Sandra Kühn, Olga Zlygosteva, Claus Michael Goul Larsen, Lasse Torben Keetz, Irene Persiconi, Jesus Adrian Chimal Ballesteros, Vipin Kumar, Farzan Majeed Noori, Erling Hagen Agøy, Johnathon Osmond, Christina Johannsen, Hilde Ousland Vandeskog, Devaraju Narayanappa, Nathaniel Edward Bennett Saidu, Marthe Nordengen Berntzen, Maryam Saberi, Anna Daria Drozdowicz, Elisaveta Dombrovski, Timo Lohrmann, Elise Michelle Harrington, Valentin Zuchuat (on zoom)

Registration of participants (16:30)

Opening of the meeting (17:10)

Presentation of UiODoc

Election of GM chair: *Margret suggested, approved*

Election of GM minute taker: *Margret suggested, approved*

Approval of the GM agenda: *approved*

Presentation of the annual report: *approved*

Presentation of the financial statement and proposed budget: *approved*

Presentation and approval of proposed changes in statutes: *approved*

Election of the executive Board

- President (necessary): *Margret elected president unanimously*
- Secretary (necessary): *Michael elected secretary unanimously*
- Treasurer (necessary): *Olga elected treasurer unanimously*
- SiN liaison officer: *Yizhou elected SiN liaison unanimously*
- Event officer: *Erling and Lasse elected unanimously*
- PR officer: *Christina and Khalisa (Kelly) elected unanimously*
- Representatives officer: *Jesus and Vipin elected out of four candidates*

Open discussion

Covid-19 compensation

Introduction by UiODoc

- Margret presents SiN working group, survey and future plans

Participants share their experience, highlighting:

- Insufficient information about extensions
- Lack of eligibility for extensions
- Delegation of handling down to the lowest level

Any other business

- Lack of access to buildings after office hours
- Problems accessing Windows machines remotely

Closing of the meeting (19:00)

3.2.2 SiN Annual General Meeting

Date: 11 September 2020

Time: 09:00 -17:00

Place: Georg Sverdrups hus, 3rd floor, Undervisningsrom 1 (3511)

The SiN AGM is hosted by a different member organisation each year. At the 2019 AGM in Trondheim, it was decided that UiODoc would host the 2020 AGM. Yizhou Shen (SiN Liaison officer) and Margret Veltman (Representatives officer) acted as organisers and delegates. Like the UiODoc AGM, this meeting was offered in a hybrid format. The programme lasted all day and was attended by delegates from all member organisations. In the morning, the activities of the working groups were discussed. In the afternoon, the annual report and financial report were presented, followed by election of the new Board. The programme and reimbursement for travel and accommodation were facilitated by SiN, whereas the venue and catering were taken care of by UiODoc. Costs of the latter were split equally between SiN and UiODoc. More about the AGM and the election of the SiN Board can be found on their [website](#).

4 Financial statement

According to the contract that UiODoc has with the University of Oslo, UiODoc receives an annual budget of 250 000 NOK to be spent on operations and Board compensation. A maximum of 40% (100 000 NOK) is to be distributed among the Board members as compensation for their duties during the Board year. The remaining 60% is spent on goods and services purchased to keep UiODoc running.

4.1 Income

UiODoc had a budget surplus in the year 2019 of 325 851 NOK that was transferred to the budget of 2020. This income was added to the annual budget UiO receives from UiO.

Description	Supplier	Amount (NOK)
Transferred from last year	UIO IB-BILAG	325 851.00
Income from allocation of funds, divided by 12 and paid each month	UIO BEVILGNINGSBILAG	257 000.00
Total income 2020		582 851.00

4.2 Expenses

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

4.2.1 Operational expenses

In March 2020 the pandemic led to widespread limitations on organising physical events. Most events were therefore moved online and held on Zoom or other platforms which meant that event and catering expenses were limited. As a result, in the year 2020 the most substantial expense was dedicated to a large order of UiODoc merchandise, which was purchased in early 2020 with the intention to distribute this as PR material at future events. Exceptions were the payment of speaker honorariums, and catering for the SiN AGM, the UiODoc AGM and first Board meeting, all held in September 2020 in between lockdowns.

Description	Supplier	Amount (NOK)
Organisation of courses and events	UIO BEVILGNINGSBILAG	10 000.00
	CYBERNETISK SELSKAB	2 411.00
	PSYKT DEG AS	11 500.00
Catering service for events	ELVEBREDDEN CATERING AS	10 361.61
	EXPRESS MAT AS	9 120.60
SiN member fee	STIPENDIATORGANISASJONENE I NO	2 000.00
Purchase of merchandise with UiODoc	IDE HOUSE OF BRANDS AS	102 466.00
Other Board costs (Board meeting, AGM, etc.)	ELVEBREDDEN CATERING AS	11 165.10
	EXPRESS MAT AS	6 778.00
	GASTRO CATERING AS	1 234.20
	SUDØST RESTAURANT AS	4 983.00
Total expenses 2020		172 019.51

4.2.2 Board compensation

Board compensation for the period January – September 2019 (Board 2019-2020) was paid in 2020. Board compensation for the period October to December 2020 (Board 2020-2021) will be paid in 2021; therefore, only an estimate is provided.

Board compensation	Amount (NOK)
Board compensation January-December 2019 (incl. fees, vacation pay, employer's tax and pension)	89 495.47
Intermediate Board compensation (incl. fees, vacation pay, employer's tax and pension)	53 627.00
Board compensation Jan-Sept 2020 (incl. fees, vacation pay, employer's tax and pension)	57 136.79
Total Board compensation paid in 2020 (for both years)	200 259.26

Estimation of Board compensation to be paid in July 2021	
Board compensation Oct-Dec 2020 (incl. fees, vacation pay, employer's tax and pension)	25 000.00
Total Board compensation	225 259.26

4.3 Balance

Below is an overview of the balance after subtracting expenses from income. The money that was not spent during the year 2020, will be transferred to the budget for 2021.

Description	Amount (NOK)
Income	582 851.00
Expenses	172 019.51
Board compensation 2020 (all of 2019 and January-September 2020)	200 259.26
Board compensation 2020 (estimate for October-December 2020)	25 000.00
Balance	185 572.23

Part II: Plans for 2021

5 Planned strategic activities

5.1 Membership

5.1.1 Reaching out to new members

Given inherent discrepancies between Faculties in their numbers of PhD and postdoc enrolment, the way that researcher education is organised, and the social programmes that they offer, UiODoc's PR strategy will necessarily have to adapt to these diverse working environments to make sure we reach all our members. We therefore aim to work together with the staff responsible for researcher education, in order to map the opportunities that exist across different Faculties for meeting new PhDs and postdocs. These opportunities include: 1) presenting UiODoc at compulsory introduction courses, PhD days and welcome events, 2) establishing or starting collaborations with any existing local PhD associations, 3) contributing to a welcome booklet for new hires, and 4) connecting with the Faculties' and departments' promotion channels through newsletters and social media.

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

5.1.2 Connecting with temporary staff representatives

In the course of 2021, we wish to consolidate the connections of UiODoc with representatives at the Faculty level in order to faithfully reflect the diversity of PhDs and Postdocs across UiO. To this end we will use the contact list created in 2020 to initiate a first round of meetings with both the main and deputy temporary staff representatives of all eight Faculty Boards, in order to examine how best to realise an effective working relationship with them.

Temporary staff representatives at the Faculty level hold an intermediary position between the body of PhDs and postdocs employed at the Faculty and the administration managing the Faculty. This implies two sides to a representative's position that require dedicated approaches to ensure the effective promotion of the interests of PhDs and postdocs within the Faculty's decision-making bodies. In light of this intermediary role, we will use the informal meetings with these representatives to examine the challenges they face regarding their relation to their constituents as well as the Faculty administration. More specifically we will be collecting accounts of the experiences of representatives across Faculty Boards, which will highlight shared and specific bottlenecks in the current realisation of UiO democracy. We hope this will indicate how UiODoc, being at the intersection of many institutions across UiO, can provide a platform for all representatives to overcome these bottlenecks.

This series of meetings is projected to lead up to an inter-Faculty event towards the end of the Spring semester. The main objective of this event will be to bring together as many temporary staff representatives as possible to collectively examine how to best leverage the capabilities both their and UiODoc's institutional positions offers, with the explicit goal to improve the working conditions of PhDs and postdocs. In particular we wish to discuss which strategies representatives adopt in their activities, how they can connect with our strategic activities, and how we can help each other to fulfil our common goals.

The meeting will centre around some of the main challenges faced by representatives and their constituents in their working conditions, as identified in previous meetings. We will also examine possible avenues for the representatives to connect their work more systematically, and increase their visibility to PhDs and postdocs – including what role UiODoc can play in this. This may be based on a variety of decentralised activities and communication channels, which will likely vary depending on the Faculty, but can also be rooted in UiODoc's existing events and PR programmes. Lastly, we will use this meeting to evaluate the extent to which institutions and regulations encourage the effective engagement of temporary staff employees in the Faculty's decision-making process, and discuss how to establish working relations with key actors within the Faculty administration in order to promote this tendency.

While the pandemic persists, this meeting will also provide an opportunity to exchange experiences with the specific problems that covid-19 has caused in different corners of the University. Topics such as the gap between permanent and temporary staff, the very different situation across departments regarding extensions, and the distinct challenges faced by international staff will be explored. Finally, this meeting will outline how UiODoc should support representatives in their activities. Issues such as onboarding and the coordination of representing systematic issues across Faculties will constitute possible starting points for this discussion. UiODoc can, for example, provide a supportive role in maintaining a communication platform and coordinating meetings, if so desired.

It is our hope that this strategy will lead to a more or less continuous flow of communication between the Faculty representatives and the UiODoc Board, which can mutually benefit both parties and benefit the strategic activities of UiODoc on other levels (see Section 5.2). If the first round of meetings is successful, we will reach out to the (newly elected) representatives again in the Fall to continue the dialogue. We will actively seek the help of representatives in providing introductions to their successors, with the aim to provide some stability and continuity to the work of Representatives officers for the years to come. If successful, we would like to replicate this strategy and host individual and inter-Faculty meeting twice a year, or once a semester, to stay in touch with the diverse problems and processes concerning temporary staff across UiO.

5.2 University of Oslo

In 2021, we plan to uphold, strengthen and expand our representation of PhDs and postdocs at various levels of the University administration, by leveraging our seat in existing forums and forging new connections with other units within the administration. As described above, representation is a collaborative endeavour and we will therefore source from our experiences and contacts with the people we represent and the other temporary staff representatives on the Faculty and University Boards, in order to bring the most relevant cases forward in our engagement with the administration.

5.2.1 Meetings with the rectorate

Since 2018, UiODoc has not been in direct contact with the rectorate on topics of importance to PhDs and postdocs. While the FFD is still the formal channel through which cases are brought by UiODoc to the University Management, this body primarily brings together research deans from the Faculties and has many other topics on the agenda. The current Board therefore sees value in having regular dialogue meetings with the University Management and Supporting Units in order to explore the status quo and ongoing developments affecting temporary research staff at UiO in more depth, and to have a more open discussion on what can be done about them and how.

In order to rekindle this relationship, a first step has been made in 2020 by inviting Rector Svein Stølen to a panel discussion on the consequences of covid-19 for early career researchers (see Section 6.1.2). This first contact will hopefully be the beginning of a series of more regular meetings with the management where topics such as career development, internationalisation, the psychosocial well-being of temporary researchers and the effects of the pandemic can take centre stage. The plan for 2021 is to “catch up” on lost meetings in recent years and meet at a slightly higher frequency than before, to re-establish familiarity and contact, with the aim to continue at a more stable pace of one meeting per semester from Fall 2021 onwards.

5.2.2 Forum for research deans (FFD)

We will continue to frequent the FFD meetings and actively bring forward cases brought to our attention through communication with our members and other representatives of temporary staff. One pressing case that has been afflicting many of our members is the critical lack of a research environment and infrastructure that continues to obstruct the progress of temporary researchers in their time-bound projects. Based on the work done in collaboration with SiN and other PhD associations, we will present a summary of this case and the most striking problems with the current handling of the situation to the research deans. Other cases will be submitted to the FFD as they emerge or are brought to the attention of the executive committee.

5.2.3 Forum for researcher education (FFF)

Unlike the FFD, UiODoc does not formally have a seat in the FFF. Work has started in 2020 to attend the FFF meetings more systematically, and we are expecting to have a dialogue on the best way to be informed about relevant agenda items and how UiODoc can contribute their own cases. To make sure that our connection to the FFF remains stable, we will advocate for status of (affiliate) member and adapt our guidelines to appoint someone within the Board as responsible contact person for the FFF. It is expected that we will continue to work with members of the FFF on the career development portal and other training programmes that can improve PhD and postdoc education.

5.2.3 Central electoral committee (“Det sentrale valgstyret”)

While the objective of the Central electoral committee is rather technical in nature, we foresee an important strategic opportunity in providing better and more tailored information about the elections to our members. One of our main goals in 2021 will be to make the election processes more transparent and accessible for Norwegian and international researchers alike.

5.3 Other collaborations

In addition to the collaborations described in Section 1.3, which UiODoc plans to continue and develop throughout 2021, UiODoc will be on the look for new opportunities and collaborators to fulfil its strategic goals. Some of our plans for 2021 are described below.

5.1.1 International Staff Mobility Office (ISMO)

The ISMO welcome breakfasts will remain an important venue to reach out to our new international members, as in previous years. Since the working language at UiO is predominantly Norwegian, UiODoc is also aware of the importance of Norwegian language training, which is often required for full participation in the University's institutions and processes. For 2021, UiODoc therefore wishes to follow up on the matter of Norwegian language courses for international employees, and promote suitable course offerings at different levels adapted to everyone's needs. This will be an important means to ensure work place integration and increase job opportunities in Norway. Parallel to these efforts, UiODoc also wishes to collaborate with ISMO on improving the dissemination of important information in English. Researchers on fixed-term contracts are often under high work pressure and might only reside in Norway temporarily, limiting their opportunities to become fully fluent in Norwegian during the time of their stay at UiO. UiODoc is therefore keenly aware that their full engagement in the workplace will depend on the availability and accessibility of English information as well as discussion spaces.

5.1.2 Unions

Unions are important allies for UiODoc in our strategic work, since they promote the interests and well-being of certain groups of employees that overlap with UiODoc's membership. For researchers at UiO, there are several [unions](#) to choose from, represented by four umbrella organisations. Three of these (Akademikerne, Forskerforbundet and NTL) represent substantial numbers of PhDs and postdocs at UiO. UiODoc will strive to meet with each of these unions at least once per semester for in informal dialogue on what issues that are in the interest of PhDs and postdocs they can work on together. In addition, to make the unions for more visible to our members and give more insight into their benefits and individual differences, UiODoc will plan an event where members can meet the union representatives and ask questions. For more information, see Section 6.1.5.

5.1.3 Occupational Health Services Unit (EBHT)

In 2020, UiODoc worked on improving information about mental health services for PhDs and postdocs. In 2021, we want to start discussions on how to improve the availability of these services. Some Faculties have high number of externally employed PhDs, who are not eligible for the EBHT services. Providing services to them will require other solutions. To increase the offer of mental health services for PhD candidates at UiO, UiODoc will start a dialogue with different Faculties on existing resources, which can be tapped into, including student counselling services at SiO and Forvei. Making these more widely available might relieve some of the pressure on the EBHT, which has increased experienced a growing number of requests for help from temporary employees under various forms of stress, a problem that has been exacerbated by the pandemic.

5.1.4 Science communication

Science communication is a significantly important skill that not only helps to facilitate knowledge exchange between scientists, but is also key in informing the public and policymakers about societally relevant scientific knowledge that is instrumental in decision-making. The latter has become strikingly apparent particularly during the covid-19 pandemic. UiODoc aims to be more involved in the development of critical science communication skills of early career researchers, by making our members aware of career and training opportunities within the growing field of science communication. In 2021, we therefore plan to start new collaborations with the science communication community here at UiO and to become more involved in local science communication events, such as the annual Pint of Science festival, by collaborating with the Pint of Science Board.

5.4 Stipendiatororganisasjonene i Norge (SiN)

5.4.1. SiN Board

Given the changing situation as outlined in Section 1.2.1, UiODoc will cease to appoint new SiN Liaison officers as of 2020. Rather than SiN Board members representing a select few member organisations within the SiN Board, SiN now wishes to stay connected to *all* its member organisations through the quarterly meetings with the leaders of these organisations. This separates the roles and responsibilities of the SiN Board members in the daily running of the SiN Board, from the representation of its member organisations by their leaders at the quarterly meetings. The former responsibilities of the SiN Liaison officer have therefore *de facto* been subsumed in the role of the President of UiODoc. These changes will be reflected in the guidelines of UiODoc and the new statutes, which will be presented in 2021.

However, UiO remains one of the largest employers of PhDs and postdocs in Norway, and thereby UiODoc represents a sizeable percentage of the total PhD and postdoc population represented nationally by SiN. UiODoc will therefore strive to keep at least one of its members active within the SiN Board and remain a leading presence in the inter-association network of member organisations, in order to promote effective and equal representation of PhDs and postdocs from different institutions in matters of national policy. We will do so by promoting the SiN AGM widely among our members, issuing an open call for nominations to the SiN Board, and sending the maximum allowable number of delegates and observers to the next SiN AGM.

5.4.2. Working groups

The pandemic is still ongoing and therefore the work on covid-19 is by no means over. A follow-up survey is planned for 2021 to assess the effects of the pandemic on the physical and mental well-being of PhDs and postdocs in Norway. UiODoc will be involved in this working group as one of three leading associations.

In addition, UiODoc will provide members to join new working groups hosted by SiN based on interest and capacity. One example is the newly established working group focusing on intellectual property rights, in which UiODoc participates and which will aim to host an interactive workshop for a national audience to examine this issue sometime in 2021.

5.4.3 Consultation statements at the national level

Several long-term processes concerning academic career development, recruitment policies and research will be reaching a pivotal moment in the national policy arena in 2021. In addition, the effects of the pandemic are still being mapped by the University sector and there might be opportunities to influence the state budget. UiODoc will actively ask for and provide input on any consultation statement or proposal for action that SiN distributes to its member organisations.

6 Planned events

In 2021, we are planning to continue our series of digital breakfast seminars and career-oriented activities. We will adapt to the changing circumstances of the pandemic and host as many in-person events as possible, while keeping events open for those who might prefer a digital solution for safety reasons. Because social gatherings will likely be restricted for some time longer, we are temporarily putting our social events on hold in favour of other events focused on working conditions and well-being. In summary, the events planned for 2021 are as follows:

1. *PhD and PostDoc Breakfast Club*: We will continue our most successful and persistent event series, the PPBC, where new career-oriented topics will be introduced and discussed. See Section 6.1 for more details.
2. *Panel discussion about covid-19*: For this large-scale event, we will gather representatives from the University, the Young Academy and the unions to discuss the pandemic's impact on young researchers. More information is given in 6.1.2.
3. *Kappe writing workshops*: We plan to continue our collaboration with David Burke for further *Kappe* writing workshops, which in the past have been extremely popular. For this event, see 6.1.3.
4. *An introduction to grant writing*: Particularly relevant for those pursuing an academic career, we plan to invite a speaker from UiO's EU office to give us an introduction about which EU grants are available to young researchers and how to apply for them. For this, see Section 6.1.4.
5. *Meet and Greet the Unions*: This event will present UiODoc members with the main labour unions at UiO, and will provide an opportunity to interact with different union representatives. For more information, see 6.1.5.
6. *Mental health week*: Like last year, this week will provide a series of talks on the urgent and neglected topic of mental health tailored to early career researchers. For more information, see 6.1.6
7. *Collaboration with Boston Consulting Group*: This is another past collaboration which we plan to continue, with BCG providing a speaker on a relevant topic for our members. See also 6.2.1.
8. *Intellectual property rights workshop*: This workshop is aimed to be the key deliverable of an inter-institutional collaboration facilitated by SiN, involving members from both UiODoc and TODOS (University of Tromsø). It will be offered to a national audience of PhDs and postdocs. For more details, see 6.2.2.

6.1 Events planned by UiODoc

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

UiODoc will continue to organise monthly talks focused mainly on career advice for PhD candidates and postdocs. In 2021, we hope to do this more regularly than was the case during 2020 due to the pandemic, with one event per month during the Spring and Fall semesters. We plan to invite speakers from a variety of backgrounds who offer specialist knowledge. As we are awaiting more amenable conditions for in-person events, this event series will continue in a digital format for the time being, and therefore we unfortunately cannot provide free breakfasts, as was the case during previous years. Even so, we expect that the PPBC will remain our most regular event and among our most popular, just as

they have been in recent years. Among the topics planned for 2021's PPBCs are the following:

1. *Digital scholarship*
2. *Giving and receiving feedback*
3. *Intercultural communication*
4. *How to stay attractive for industry while working in academia*
5. *Writing grant proposals*
6. *Science communication*

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

6.1.2 Panel discussion about covid-19

Perhaps the single thing that we are the most excited about in the coming year is our panel discussion on the pandemic's impact on early career researchers - encompassing also the steps we can take to lessen the negative impacts. For this panel, scheduled for January 27, we have gathered a panel of speakers from the main interest groups - Rector Svein Stølen (UiO), union representative Cecilie Wingerei Lilleheil (ForskerForbundet), leader of the Young Academy of Norway Ingrid Lossius Falkum (Akademiet for Yngre Forskere) and student counsellor Linda Therese Sørensen Westgaard (ForVeil). UiODoc's Vipin Kumar will serve as the moderator. We are expecting a particularly large turnout for this event, as it touches on the working lives of many of our members.

6.1.3 Kappe writing workshops

Due to popular demand and after a pause of about two years, UiODoc plans once again to host a series of workshops on how to write a so-called *kappe*: the introductory chapter for an article-based thesis at the University of Oslo. For these sessions we will invite David Burke from David Burke Concepts. As this event will likely need to be organised digitally on Zoom, only ten participants can be accommodated per session to ensure adequate feedback from the instructor. This results in a total number of thirty attendees. Based on previous experience, we expect that these workshops will be popular, and if that is the case, we are ready to host two or three of them each semester. In previous events, participants attended from across all UiO Faculties, with a slight predominance of PhD candidates from the science Faculties. The participants in these workshops will have the opportunity to discuss their *kappe* structure and contents with an expert. Unlike 2018, when the *kappe* workshops were co-organised with Akademisk Skrivsenter, UiODoc will now host them independently in collaboration with David Burke.

6.1.4 An introduction to grant writing

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

6.1.5 Meet and greet the unions

The welfare and working environment of PhD candidates and postdocs at UiO is one of UiODoc's key responsibilities. However, UiODoc has limited resources to deal with the concrete work issues of our constituents, so instead we see collaboration with labour unions as a way of performing this function. We have been in touch with the three most relevant unions for our members (striving to not give preference to any one), Akademikerne, Forskerforbundet and Norsk tjenestemannslag (NTL), and plan to organise a meeting for union representatives and our members, where the three unions will have a chance to introduce themselves and our members will get the opportunity to ask questions to the union representatives. If successful, we would like to host more similar events in the future.

6.1.6 Mental health week

Given the ongoing urgency of mental health problems among early career researchers and the overwhelming in last year's events, we will continue to raise awareness and facilitate dialogue on this topic. Like last year, we plan to do so around World Mental Health Day (October 10). During this week, we will most likely organise a series of events and seminars that is compatible with and complementary to the events offered by various Faculties, and tailored specifically to the pressures afflicting PhDs and postdocs in their working environment.

6.2 Events planned by UiODoc in collaboration with partners

6.2.1 Continued collaboration with Boston Consulting Group

Partner: Boston Consulting Group (BCG)

UiODoc plans to continue our collaboration with Boston Consulting Group (see Section 4) in 2021, as this has been a fruitful relationship in previous years. BCG has suggested "pitch yourself" as a potential topic for their next talk for us, which is to say that it would be a comparable event to what we had last year. This topic would give the participants in the event the opportunity to hone one of their key skills necessary to navigate both the academic and non-academic sectors of today's work market.

6.2.2 Intellectual property rights workshop

Partner: SiN

Two UiODoc Board members have offered to volunteer in the SiN working group on intellectual property rights, which will examine the topic of intellectual property from different angles, highlight the challenges PhDs and postdocs face when it comes to protecting their research and offer some practical guidance. The event will be held under the auspices of SiN and led by representatives from UiODoc, TODOS (University of Tromsø) and possibly other organisations.

While it may seem that our plans for the next year continue our focus on career-related events for our constituents, UiODoc will not forget the need for social exchange among our members. To this end, we will continue to experiment with pandemic-friendly alternatives for the more traditional social events we have organised in the past.

7 Budget

The budget for 2021 was estimated based on the expectation of continued restrictions for physical events. We kept room for adapting the budget to regulations concerning physical events and catering, leaving more space for hosting in-person events, involving travel costs, venue bookings and catering towards the end of the year. Nonetheless, we expect that the ongoing pandemic will continue to lead to an underspending of our budget, so that a surplus will likely be maintained that can hopefully be spent usefully once the restrictions for events are (partially) lifted.

7.1 Income

Type	Description	Amount (NOK)
	Annual budget 2021	250 000.00
	Budget surplus 2020	185 572.23
Total income 2021		435 572.23

7.2 Expenses

Type	Description	Amount (NOK)
Annual expenses	Board compensation 2021	-100 000
	SiN membership 2021	-2 000
Expenses – Spring semester	Breakfast Club (monthly event)	-10 000
	Kappe workshop	-15 000
	Other events	-1 000
	Board meetings	-5 000
Expenses – Fall semester	Breakfast Club (monthly event)	-36 000
	Kappe workshop	-15 000
	Other events	-20 000
	Board meetings	-5 000
Total expenses 2021		-209 000
Final balance 2021		226 572.23

Appendices

Appendix A – UiODoc statutes

Vedtekter

for

Stipendiatenes interesseorganisasjon ved Universitetet i Oslo (UiODoc)

Vedtatt 13.03.2003, endret august 2020

§ 1 Navn

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

§ 2 Formål

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

Organisasjonen har følgende hovedarbeidsområder:

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

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

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

§ 3 Medlemskap

§ 3.1 Medlemmer

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

§ 3.2 Rettigheter

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

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

I tillegg skal alle medlemmer ha mulighet til å:

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

§ 4 Annen tilknytning

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

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

§ 5 Årsmøte

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

§ 5.1 Innkalling til årsmøte

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

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

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

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

§ 5.2 Årsmøtets rettigheter og plikter

Årsmøtet skal:

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

Videre har årsmøtet følgende rettigheter:

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

§ 5.3 Valg og stemmegivning under årsmøtet

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

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

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

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

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

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

§ 5.4 Ekstraordinært årsmøte

Et ekstraordinært årsmøte kan holdes dersom:

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

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

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

§ 5.5 Utsettelse av / endring av tidspunkt for årsmøte

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

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

§ 6 Styret

Styret velges for ett år av gangen.

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

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

§ 6.1 Styrets sammensetning

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

Styret skal tilstrebe å følge en struktur bestående av:

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

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

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

§ 6.2 Styrets rettigheter og plikter

Styret har følgende plikter:

- Holde minst ett styremøte per måned, utenom styrets overgangsmøte (følger årsmøtet) og i sommerferien (juli).
- Arkivere agenda og referat fra alle møter for fremtidig henvisning.

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

Styret har følgende rettigheter:

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

§ 6.3 Styremøter

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

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

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

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

§ 6.4 Styre termin

Styremedlemmer velges for ett år, med mindre årsmøtet er utsatt som følge av eksepsjonelle omstendigheter i henhold til § 5.5. Individuelle styremedlemmer kan bli gjenvalgt til den samme rollen eller nominere seg selv til andre roller i styret, så lenge de er representert av UiODoc i henhold til § 3.1. Ethvert styremedlem som ikke lenger kan regnes blant de representerte, i henhold til § 3.1, kan fortsette i sitt verv frem til neste ordinære årsmøte. Dersom et styremedlem trekker seg fra styret vil dennes oppgaver bli tatt over av de gjenværende styremedlemmene. Hvis flere styremedlemmer trekker seg fra styret, med det resultat at færre en 3 (tre) styremedlemmer gjenstår, skal styret innkalle til ekstraordinært årsmøte, i henhold til § 5.4, med mål om å utnevne nye styremedlemmer.

§ 6.5 Fratredelse / avskjedigelse av styremedlemmer i løpet av termin

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

§ 6.6 Ekstraordinær utnevning av styremedlemmer

I tilfelle:

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

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

§ 7 Avvikling

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

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

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

Appendix B – UiODoc contract with UiO

Samarbeidsavtale mellom Universitetet i Oslo og UiODoc

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

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

1. Omfang

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

2. Betingelser for tildeling

2.1. Bruk av midler

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

De resterende 60 % av tildeling kan brukes til følgende:

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

Ubrukte midler kan overføres fra ett år til det neste.

2.2 Innkjøp og utbetalinger

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

2.3 Forpliktelser

- UiODoc skal innen 15. april hvert år levere en kortfattet rapport til UiO, med beskrivelse av foreningens aktiviteter siste år inkludert forenklet regnskap for foreningens drift og planer for det kommende år.
- UiODoc stiller med representant i Forum for forskningsdekaner (c.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 – Consultation statements

C1. Input for Working Group report on Career Support for Researchers in Early Career Stages

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 utilise 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 customised 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.