

2022

UIODOC ANNUAL REPORT



UiODoc Board 2022-2023

 **UiODoc**

Interest organization for PhDs and
Postdocs at the University of Oslo

Executive Summary

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

The core aims of UiODoc are to:

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

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

This Annual Report serves to document and to inform the represented group and the UiO management about the activities undertaken by UiODoc in 2022, and some of the plans of UiODoc for the next year. The Board consisted of ten active Board members by the end of 2022, who will continue their work throughout the first half of 2023. This annual report will be presented at the Annual General Meeting of UiODoc in 2023.

UiODoc held its important role as the official organization representing and uniting PhD candidates, postdoctoral researchers and other scientific staff with temporary employment at UiO during 2022. This report highlights the notable achievements and challenges of last year and will provide direction for the future.

Part I of the report describes the work UiODoc has done to fulfill its aims in 2022. Strategic activities that were carried out with regards to the first purpose of UiODoc are described in [Section 1](#) of this report. Among others, UiODoc has:

- Reached out to new members through collaborations with ISMO and three of the largest Faculties at UiO
- Extended the meetings from representatives of temporary research staff in the UiO Faculty Boards to permanent employees responsible for temporary staff and career development
- Maintained direct contact with the rectorate by taking part in meetings in 2 meetings in 2022
- Participated in several forums and committees at UiO including the Research Committee and the Forum for researcher education (FFF) and the Forum on Research Ethics
- Maintained the collaboration with ISMO, the unions and SiN

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

In 2022 the UiODoc Executive Committee has also launched a survey to all PhD and PostDocs at UiO in order to collect input from the UiODoc members in a systematic manner. This is further described in [Section 3](#).

Events and meetings that were organized to fulfill the second and third purposes of UiODoc are described in [Section 2](#) and [Section 4](#). Throughout 2022 UiODoc hosted 14 different events that offered a mix of professional and academic learning opportunities.

To sustain and coordinate the activities of UiODoc, the Board held 10 regular Board meetings, one Board transition meeting and hosted the AGM for UiODoc. A financial statement reporting the income and expenses related to UiODoc's activities is given in [Section 5](#).

Part II of the report lays out the continuation of UiODoc's activities for 2022. [Section 6](#) describes some of the planned strategic activities. Most notably, UiODoc plans to:

- Reach out to new and existing members through presentation of UiODoc in introduction courses, collaborating with local PhD associations and connecting with Faculties and departments channels in social media
- Gather the responses of the survey sent out in 2022 and disseminate the findings
- Send out a new survey in 2023 in order to track the progress on the issues PhDs and PostDocs are facing
- Have regular discussions with the rectorate on matters of importance for PhDs and Postdocs
- Send representatives from the Board to the Research Committee, FFF and Central electoral committee meetings
- Continue our collaboration with ISMO, as well as with the unions
- Keep the connection with SiN by striving to have one of the members of UiODoc in the board, disseminating information from SiN to our members and contributing to national level consultation statements

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

UiODoc plans to maintain a steady schedule of digital and physical events throughout 2023, with monthly PhD and Postdoc Breakfast Clubs, as well as other social events to provide an engaging and welcoming platform for the PhDs and Postdocs. All planned events are described in [Section 7](#).

The active Board will continue to meet monthly and host an AGM at the end of the Board term. This is shortly discussed in [Section 8](#). A budget overview of the activities planned for 2023, is given in [Section 9](#).

Table of Contents

EXECUTIVE SUMMARY	2
Board 2022-2023	4
Part I: Activities 2022	5
1 Strategic activities	5
1.1 Membership	5
1.1.1 Reaching out to new members	6
1.2 Identifying temporary staff representatives	7
1.3 University of Oslo	8
1.3.1 Meetings with the rectorate	8
1.3.2 The Research Committee	8
1.3.3 Forum for researcher education (FFF)	9
1.3.4 Central electoral committee ("Det Sentrale Valgstyret")	9
1.3.5 Consultation statements at the University level	10
1.3.6 Forum on Research Ethics - The Research Committee & Faculty of Humanities	10
1.4 Other collaborations	10
1.4.1 International Staff Mobility Office (ISMO)	10
1.4.2 Unions	11
1.5 Stipendiatororganisasjonene i Norge (SiN)	11
1.5.1 SiN Board	12
1.5.2 Network for leaders of PhD and Postdoc organizations	12
2 Organized events	12
2.1 Events organized by UiODoc	15
2.1.1 PhD & Postdoc Breakfast Club (PPBC)	15
2.1.2. Norwegian Folk Dance	15
2.1.3. PhD and PostDoc Afternoon Tea	16
2.2 Events organized by UiODoc in collaboration with partners	16
2.2.1 Meet the Unions	16
2.2.2 Life after PhD	16
2.2.3 Merry Little Christmas Workshop	17
3 Survey about well-being of temporary staff and policy shaping of the organization	17
4 Meetings	19
4.1 Board meetings	19
4.2 Annual General Meetings	19
4.2.1 UiODoc Annual General Meeting	19
Agenda and minutes of the UiODoc AGM 2022	19
4.2.2 SiN Annual General Meeting	21
5 Financial statement	22
5.1 Income	23
5.2 Expenses	23
5.2.1 Operational expenses	23
5.2.2 Board compensation	24
5.3 Balance	25

Part II: Plans for 2023	25
6 Planned strategic activities	25
6.1 Membership	25
6.1.1 Reaching out to new members	25
6.1.2 Survey about well-being of temporary staff and policy shaping of the organization	26
6.2 Connecting with temporary staff representatives	28
6.3 University of Oslo	29
6.3.1 Meetings with the rectorate	29
6.3.2 Research Committee	29
6.3.3 Forum for researcher education (FFF)	30
6.3.4 Central electoral committee	30
6.4 Other collaborations	30
5.4.1 International Staff Mobility Office (ISMO)	30
5.4.2 Unions	30
6.5 Stipendiatororganisasjonene i Norge (SiN)	31
6.5.1 SiN Board	31
6.5.2 Consultation statements at the national level	31
7 Planned events	31
7.1 Events planned by UiODoc	32
7.1.1. PhD and Postdoc Breakfast Club (PPBC)	32
7.1.2 Norwegian Folk Dance Social Event	32
7.1.3 Mental health week	32
8 Meetings	33
8.1 Monthly Board Meetings	33
8.2 Annual General Meeting	33
8.3 Transition meeting	33
9 Budget	33
9.1 Income	34
9.2 Tentative expenses	34
Appendices	35
Appendix A – UiODoc statutes	35
Appendix B – UiODoc contract with UiO	41
Appendix C – Survey Questions	41

Board 2022-2023

At the annual general meeting (AGM) on May 9 2022, five new members were elected, while five were a part of the previous board as well (Table 1). The five members that were reelected are: Anna Piterskaya (President), Roxana Pop (Secretary), Kristina Burum (Events Officer), Chinmayi Baramashetru (PR Officer) and Paul Kobialka (Representatives Officer). The latter four continued in their roles from the previous board while Anna Piterskaya was elected as a President after contributing to the 2021-2022 board as an Event Officer. The newly elected board members are: Jie Bian (Treasurer), Hong Li (Event Officer), Ymkje Elisabeth Haverkamp (PR Officer), Reetika Joshi and Michal Kozak (Representatives Officers). The previous role as a Deputy was substituted by an extra role as a Representatives Officer.

Table 1: Members and their positions and affiliation of the UiODoc Board 2022-2023.

Board Position	Name	Affiliation
President	Anna Piterskaya	PhD candidate, Department of Mathematics
Secretary	Roxana Pop	PhD candidate, Department of Informatics
Treasurer	Jie Bian	PhD Candidate, Department of Informatics
Event Officers	Hong Li	Post-doctoral Fellow Candidate, Department of Informatics
	Kristina Burum	PhD Candidate, Department of Special Needs Education
PR Officers	Chinmayi Baramashetru	PhD candidate, Department of Informatics
	Ymkje Elisabeth Haverkamp	PhD candidate, Department of Education
Representatives Officers	Reetika Joshi	Post-doctoral Fellow, Institute of Theoretical Astrophysics
	Paul Kobialka	PhD candidate, Department of Informatics
	Michal Kozak	Post-doctoral Fellow, Department of Psychology

Part I: Activities 2022

1 Strategic activities

UiODoc currently has over 3600 members, mostly PhD and PostDoctoral Fellows. The UiODoc executive board hence focuses a lot on making sure that new members learn about their representation and actively engage within UiODoc. The efforts made in 2022 in this direction are covered in [Section 1.1](#). UiODoc is representing its members at multiple forums at UiO, and this representation activity from 2022 is described in [Section 1.3](#). UiODoc is also collaborating with relevant stakeholders in supporting its members, such as ISMO, Unions and SiN, and these collaborations are covered in [Section 1.4](#) and [Section 1.5](#) respectively.

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 organization 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 1.4.1](#)). Since international researchers make up approximately

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 2020. 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.

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 at the compulsory introduction courses of the Faculties of Medicine (MF9010E) and Social Sciences (SV9103), and the events organized 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 6.2](#)).

1.2 Identifying temporary staff representatives

UiODoc appointed three Representatives officers in 2022 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 centers 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 first half of 2022 UiODoc continued with the workflow established by the 2020 board: we used informal meetings with Faculty board representatives to connect with their intermediary role between constituents and Faculty administration. These meetings broadened the board's understanding of similarities and challenges they face in the different units within UiO, regarding their intermediary position in the Faculty. Insights of these meetings were used as indirect input for the conducted PhD survey. Also, we further gained insights on the connection of different Faculties and how to reach them.

In the latter half of 2022, UiODoc extended the meetings from representatives of temporary research staff in the UiO Faculty Boards to permanent employees responsible for temporary staff and career development. These meetings revealed many collaboration possibilities: through the close connection to Faculty representatives and the PhD survey, UiODoc is in the possession of unique knowledge about the temporary staff conditions, unavailable to other organizations.

We observed two possibilities for UiODoc in the collaboration with non-temporary staff:

1. reaching a higher visibility towards its members by incorporating previously unavailable information channels established by third parties and,
2. incorporating and collaborating with non-temporary staff affiliated with temporary staff relations to achieve a higher organizational memory, leveraging the position of UiODoc.

These interactions lead to UiODoc being referenced in a faculty-wide newsletter, mentioning UiODoc hosted events, thereby exposing UiODoc as an organization to its constituents, see 2.2 for further event collaborations.

1.3 University of Oslo

UiODoc re-initiated regular meetings with the rectorate and has a seat in several forums and committees at UiO where matters of interest to temporary research staff are discussed, in order to represent the interests of our constituents. These include the Research Committee, the forum for researcher education (FFF) and the central electoral committee.

1.3.1 Meetings with the rectorate

From 2018 to 2021 UiODoc was not in direct contact with the rectorate on topics of importance to PhDs and Postdocs, but the dialogue restarted in 2021.

In 2022 UiODoc had two meetings with the rectorate, on 04.04.2022 and 10.11.2022 respectively. The first such meeting focused mostly on the topics of teaching duties and mental health, while the main topic of the second meeting was the survey described in [Section 3](#), which further sparked conversations around available courses, teaching workload, research assessment and career options.

1.3.2 The Research Committee

The Research Committee (changed name from Forum for Forskningsdekaner (FFD) to Forskningskomiteen in 2021) is an advisory body of the University with a focus on research and strategy. The forum meets approximately once a month and all Faculties and Museums are represented, in addition to the University management and UiODoc. Meetings are held in Norwegian.

Before the AGM in 2022, Elisabeth Josefine Lackner (Deputy) and Anna Piterskaya (Event officer) were the representatives in the meetings. Following the AGM, Ymkje Elisabeth Haverkamp (PR Officer) and Michal Kozak (Representatives Officer) took over as UiODoc representatives in the meetings. There were eleven meetings in total in 2022. The first half of the year these meetings were held mainly digitally with two exceptions

in the fall, and from September the meetings were held physically. The agendas and minutes of these meetings are published on the Research committee [website](#). UiODoc has given input on several issues in the committee, for instance on the need for a more systematic way to evaluate the current working conditions, perceived work demands, and opportunities for career development of our members in temporary research positions. This has been a topic of interest for multiple years, but has in 2022, with additional support of the Office of Research and Innovation lead to the creation and implementation of the survey on well-being of temporary staff - see [Section 3](#) for more information. Results of this survey can inform faculties and UiO in general of the well-being of their temporary employees and indicate opportunities for improvement. UiODoc was also represented at the 'Forum for Forskningsetikk' as organized [Section 1.3.6](#) by the Research Committee and the Research Section of the Faculty of Humanities on the 30th of November 2022 ([Section 1.3.6](#))

1.3.3 Forum for researcher education (FFF)

The forum for researcher education ("Forum for Forskerutdanning") is an arena for coordination and exchange of experience for the administration of researcher education at UiO. The forum convenes about once a month and brings together representatives of all the Faculties as well as the University management and support units. The meetings are held in Norwegian, although topics may exceptionally be discussed in English. The agendas and minutes of these meetings are published on the FFF [website](#). Before the AGM, Elisabeth Josefine Lackner (Deputy) was the contact point for FFF meetings, after the AGM Anna Piterskaya (President) was the contact point.

Given the administrative nature of many topics discussed at the FFF, UiODoc only attends whenever topics of special interest for our members are discussed.

1.3.4 Central electoral committee ("Det Sentrale Valgstyret")

The central electoral committee oversees the nomination and election process for positions in the central University Board, which is the highest decision-making body at UiO. The committee's working language is Norwegian and most work is carried out in the Spring semester, when the central elections are scheduled. UiODoc is in charge of appointing two representatives for temporary staff in the [central electoral committee](#) at UiO. Before the AGM, Elisabeth Josefine Lackner (Deputy) and Anna Piterskaya (Events officer) acted as representatives. After the AGM, Reetika Joshi (Representatives Officer) and Paul Kobialka (Representatives Officer) were the representatives.

Attracting candidates and voting for the University Board is important, because this is where the strategy for education and academic development at UiO are drawn up. The University Board will have, in addition to representatives from permanent Faculty, technical and administrative staff 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.

UiODoc has asked for more information on how the voting regulations control for the great variance in size of the faculties. Since staff tends to vote for candidates from their own faculty it is often difficult for candidates from small faculties to compete with candidates from large faculties. This issue will be discussed further in the election committee.

1.3.5 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 2022, UiODoc participated in seven different consultation statements:

- February 2022: [Development and renewal of UiO's Section 1.3.6 education portfolio](#)
- September 2022: [Changes in the Universities and Colleges' laws](#)
- November 2022: [Consultation on the introduction of tuition fees](#)

1.3.6 Forum on Research Ethics - The Research Committee & Faculty of Humanities

UiODoc was present during the panel discussion of the Forum on Research Ethics (see [website](#)). The topic of 2022 was challenges in supervision, and as such, UiODoc was a relevant participant in the discussion, representing the PhD perspective on ethical challenges in supervision interactions and/or research in general. Our presentation highlighted the importance of good access to information and of being a part of the discussion and development surrounding ethics, as temporary employees might be in an unequal power dynamic when it comes to taking research decisions while the consequences do have a major impact on careers.

1.4 Other collaborations

1.4.1 International Staff Mobility Office (ISMO)

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

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. In 2022, UiODoc was able to meet and introduce the organization to new international employees on 26 April, 27 April, 27 September and 8 November. The presentations were held in person in the Chemistry building. UiODoc will also continue to collaborate with ISMO on important topics such as Norwegian language training, onboarding and information provision for new employees.

1.4.2 Unions

UiODoc maintains regular contact with unions that are relevant for PhDs and Postdocs and considers it one of its core duties to promote awareness of the importance of unionizing for ensuring fair and competitive working conditions and collective salary agreements. Throughout 2022, 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 organization of a Meet & Greet with all UiO unions in September 2022. Further details on this can be found in [Section 2.1.1](#).

1.5 Stipendiatororganisasjonene i Norge (SiN)

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

SiN consists of a Board that is elected from nominations put forward by member organizations at its Annual General Meeting (AGM). Since the Board members are scattered throughout the country, the organization is not bound to a specific place or city. The daily operation of the Board therefore mainly occurs via email and video conferencing, although meetings in person are arranged occasionally to strengthen the Board's cooperation. The AGM in Kristiansand was organized at the end of 2022.

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

1.5.1 SiN Board

UiODoc is among the ten local organizations that are represented in the daily Board of SiN. On 27 November 2021, UiBdoc hosted the SiN AGM at the University of Bergen and Anna Piterskaya from the UiODoc Board (President) was elected into the SiN Board as Event Officer. From the beginning of 2022 until May, UiODoc was represented by Christina Johannsen representing UiODoc and Anna Piterskaya as both UiODoc and SiN Board member. Throughout 2022, SiN held ten regular Board meetings, and three quarterly meetings with the presidents of all its member organizations, all of these were conducted online. In addition to that, the main Annual General meeting was held as a separate event.

1.5.2 Network for leaders of PhD and Postdoc organizations

The growing number of PhD organizations 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 ten member organizations. 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 organizations 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 organizations 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 28 February 2022. In addition, a slack channel has been set up with all member organizations and newsletters will be sent out following each quarterly meeting to all member organizations of SiN. This will ensure continuity of UiODoc's connection with SiN, even if there is no representative from UiODoc in the SiN Board.

2 Organized events

In the past year, UiODoc was involved in 14 events, of which 11 were organized by UiODoc itself and three co-organized. Eight events were held as part of the PhD and Postdoc Breakfast Club (PPBC) series, further three events were held as non-PPBC events and three events were affiliated with UiODoc. Of these events, twelve were held in person, one on Zoom and one was hybrid. 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 sign-ups for our events varied according to the time of the year and the intensity of activity at the University, but was between 24 and 188. The average sign up count for our events was 54 participants. In total, we obtained 750 sign-ups of which 50 % were affiliated with the Faculty of Mathematics and Natural Sciences, 11 % with the Faculty of Education and 10 % with the Faculty of Humanities, summing up to 71 %. The weakest sign-up rate was achieved for members from the Faculty of Theology, with just 3 sign-ups or 0,4 %, respectively.

Our events over the past year presented here are divided into two groups: firstly, the events organized solely by UiODoc, and secondly, those organized in collaboration with partners. UiODoc strives to offer a mix of social and career-oriented activities.

The events organized 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 2022 are given in [Section 2.1.1](#).
2. *Norwegian folk dance*: A social event combining lots of fun and Norwegian culture. More details provided in [Section 2.1.2](#).
3. *PhD and Postdoc Afternoon Tea*: a series of afternoon seminars on different career and academic topics relevant for PhD candidates and Postdocs. The topics for 2022 are given in [Section 2.1.3](#).

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

1. *Meet the Unions*: With SiN (Stipendiatororganisasjonene i Norge). An interactive session to introduce temporary staff to the UiO unions Akademikerne, Forskerforbundet and NTL. Details are provided in [Section 2.2.1](#).
2. *Life after PhD*: With SiN (Stipendiatororganisasjonene i Norge). Career seminar for PhD candidates in Norway. More details in [Section 2.2.2](#).
3. *Merry Little Christmas Workshop*: with ISMO (International Staff Mobility Office). An interactive social event during Christmas time. More details in [Section 2.2.3](#).

2.1 Events organized by UiODoc

2.1.1 PhD & Postdoc Breakfast Club (PPBC)

Date & Time: (Usually) last Thursday of the month, 9 - 10:00

Place: Scene HumSam / Stort møterom in Georg Sverdrups hus

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 short PPBC.

The following topics were presented at the PPBC seminar series in 2022:

1. [Communicating Science](#) - a practical guide (by Anna Kathinka Dalland Evans,, January 27, Georg Sverdrups hus, 63 Sign-ups)
2. [Fake science](#) (by Ivana Malović, February 24, Georg Sverdrups hus, 46 Sign-ups)
3. [How to make better posters](#) (by Karoline Moe, March 31, Georg Sverdrups hus , 52 Sign-ups)
4. [Giving and receiving feedback](#) (by Koyote Millar, April 28, Georg Sverdrups hus, 42 Sign-ups)
5. [Planning, practice and presentation](#) (by Alan Louis Belardinelli , June 2, Georg Sverdrups hus, 43 Sign-ups)
6. [An introduction to EU grants relevant to young researchers](#) (by Ann Kristin Sørli Halvorsen and Mette Topnes, August 25, Georg Sverdrups hus, 38 Sign-ups)
7. [Open access](#) (by Elin H. Frøshaug, October 27, Georg Sverdrups hus, 27 Sign-ups)
8. [Funding opportunities](#) (by Asbjørg Dyveke Johnsen, Stina Petersen and Silvia Lizeth Tapia Tarifa, November 24, Georg Sverdrups hus, 78 Sign-ups)

The number of sign-ups ranged from 27 for the event “Open access” to 78 for the topic “Funding opportunities”. We can generally rely on having around 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 Faculty of Education, but we also observed participants from different affiliations across UiO. We continue our effort to make our PPBC as attractive as possible for all faculties to gain a more diverse audience. On top of that, we serve coffee and breakfast to our participants.

2.1.2. [Norwegian Folk Dance](#)

Date & Time: 24 March 2022, 17:30 - 22:00

Place: Escape bar

Sign-ups: 45

UiODoc's organized a Norwegian Folk Dance event followed by dinner. For that we invited the Norwegian Folk Museum Dance Group to give a special performance of Norwegian Folk Dance and an introductory session to simple dancing steps.

2.1.3. *PhD and PostDoc Afternoon Tea*

Date & Time: May and June, 14:00-15:30

Place: Stort møterom in Georg Sverdrups hus

The PhD and Postdoc Afternoon Tea is a series of afternoon seminars for PhD candidates and Postdocs. We especially wanted to offer events to our members who can't come to our morning PPBC seminars. Just as PPBC, PhD and PostDoc Afternoon Tea offers our members a social meeting place in addition to academic and non-academic training.

The following topics were presented at the seminar series in 2022:

1. [Should I stay or should I go?](#) (by Anna Kolberg Buerud, June 15,, Georg Sverdrups hus, 33 Sign-ups)
2. [Stress management and mental health](#) (by Linda Therese Sørensen Westgaard and Ilan Villanger, February 24, Georg Sverdrups hus, 24 Sign-ups)

2.2 Events organized by UiODoc in collaboration with partners

2.2.1 [Meet the Unions](#)

Parter: SiN

Date & Time: 29 September 2022, 9:00 - 10:00

Place: HumSam Scene in Georg Sverdrups Hus and Zoom

Sign-ups: 94

This event was a part of our PPBC series.

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 labor 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). We organized a

meeting between union representatives and our members, where the three unions had a chance to introduce themselves and our members got the opportunity to ask questions to the union representatives. Since this event was successful, we would like to host more similar events in the future to ensure continuity for new members to be informed about labor unions in Norway.

2.2.2 [*Life after PhD*](#)

Parter: SiN

Date & Time: 27 September 2021, 17 -18:30

Place: Zoom

Sign-ups: 188

Life after PhD was a career seminar for PhD candidates in Norway organized in collaboration with SiN. We wanted to give our members a look into different career paths after finishing their PhD. The event was held on Zoom to make it accessible to all the PhD candidates in Norway. This event had the highest number of sign-ups for the year 2022 which is not a surprise since the topic was interesting and the target group was bigger than usual.

2.2.3 [*Merry Little Christmas Workshop*](#)

Parter: ISMO

Date & Time: 12 December 2022, 17 - 22:00

Place: Escape bar

Sign-ups: 100

We celebrated the Christmas holidays with the Merry Little Christmas Workshop followed by dinner. During the workshop, our participants had the opportunity to take part in a number of fun activities such as gingerbread decorating and Christmas postcards making. Our participants had a chance to meet other PhD candidates and Postdocs and to make new friends. This event is the event held in person that had the highest number of sign-ups.

3 Survey about well-being of temporary staff and policy shaping of the organization

Until now, the UiODoc board received input from their members through ad-hoc methods, directly or indirectly. Direct input was received through means such as queries by email or informal chats during events that were organized by UiODoc. The indirect input came through meetings with various bodies within UiO, such as the meetings with temporary staff representatives.

For 2022, the UiODoc Board decided to implement a systemic approach for evidence-based policy making within UiO. In order to ensure continuity between different Boards, it would be beneficial to set annual agendas for a generic policy planning. This strategy could secure improved results for specific long-term goals of the organization. Due to the fact that the normal tenure of a Board Member is one year, continuity in policy making is not given to begin with. Therefore, setting and prioritizing policy goals could ensure better continuity. For this, the Board has the incentive to evaluate which policies are most valuable to our members and how the status quo is (especially after the pandemic). The plan was to create a survey to determine the well-being of temporary staff at UiO, as well as their input on our policy strategies and focus. UiODoc outsourced the conduction of this survey to ResponseAnalyse to secure the best possible outcome of the survey. This information will be beneficial to the newly elected Board of 2023-2024 and hopefully propel the work on long-term plans of the organization.

Work on the survey started immediately after the 2022 AGM. In May 2022, the new board familiarized itself with the project and made successful execution of the survey one of the top priorities for its term. In June 2022, first in a series of meetings between UiODoc ResponsAnalyse took place, where details of the assignment, expectations and technical details of data collection were thoroughly discussed between the two parties. First version of the questionnaire was drafted collectively by the UiODoc board in August 2022. After several editing rounds, an online version of the survey was prepared in October 2022. Testing and debugging of the survey took another month and data collection started in December 2022 via online link sent to all UiO PhDs and Postdocs (and is expected to be finalized in February 2023). Two reminders, one in January, one in February 2023 will be sent to encourage higher participation rate. ResponsAnalyse will provide the final report and data in March 2023.

In its final version, the survey consisted of 36 questions which, in addition to socio-demographic background, covered mostly these thematic areas (see [Appendix C](#) for full version of the questionnaire):

- onboarding for international researchers;

- training and courses;
- working conditions;
- teaching duties;
- future career plans;
- UiO-provided support;
- UiO Doc visibility;
- mental health.

4 Meetings

4.1 Board meetings

Regular Board meetings were held once a month on the following dates: January 18, February 8, March 7, April 26, June 2, August 19, September 7, October 5, November 2 and December 7. In addition, a transition meeting involving both the old (2021-2022) and new (2022-2023) Board was held on May 23.

Meetings lasted on average 1.5 hours. The Board meetings mostly served to make collective decisions and coordinate activities, as well as to report on the various topics discussed in other meetings where UiODoc is represented (such as the Research Committee, Forum for research education, Central electoral committee and SiN).

A considerable amount of time was spent discussing the survey, from brainstorming the areas we want input on from our members (such as mental health, teaching duty issues and other employment conditions), designing the preliminary questions, discussing updates from the collaboration with the professional survey company we worked with to the survey distribution (which started at the end of 2022).

4.2 Annual General Meetings

4.2.1 [*UiODoc Annual General Meeting*](#)

Date: 9 May 2022

Time: 17:00-19:00

Place: [U1 bar-cafe](#)

In 2022 UiODoc was able to host the Annual General Meeting (AGM) mainly in a physical format (though zoom details were provided for those who preferred to join remotely, and one of the 2021 board members gave a presentation via video). As is customary during these events, the Board of 2021 gave a general introduction of UiODoc and presented its past activities through the annual report and financial statement. The new UiODoc board was elected, resulting in the following composition: Anna Piteriskaya as president, Roxana Pop as secretary, Kristina Burum and Hong Li as event officers, Chinmayi Baramashetru and Ymkje Haverkamp as PR officers, and Paul Kobialka, Michal Kozak and Reetika Joshi as representatives officers. Following the election, there was an open discussion around the topics of mental health and onboarding at the University. The meeting closed at around 19:00, after which participants mingled with food and drinks at an appropriate distance. Details of the meeting are provided below.

[Agenda and minutes of the UiODoc AGM 2022](#)

Date and time: 09 May 2022, 17:00 - 19:00

Place: U1

Minutes: Roxana

Present

UiODoc board: Christina Johannsen, Roxana Pop, Olga Zlygosteva, Chinmayi Baramashetru, Adam Austin Rogers, Paul Kobialka, Vipin Kumar, Kristina Burum, Anna Piterskaya

Video recording: Elisabeth Josefine Lackner

16:30 Registration of participants

17:02 **Opening of the meeting**

Chair: Christina

Minutes: Roxana

Presentation of UiODoc

- Given by Christina

Approval of the agenda

- No objections

17:15 **Presentation of the annual report**

Presentation of financial report and budget

- Given by Vipin, Elisabeth (recording), Vipin again, Kristina, Christina, Olga, Paul, Anna, Olga, Christina

Christina asked for consent for posting pictures on social media verbally:

- The audience agreed

17:42 **Election of the board 2022-2023**

Election of vote counters

- Roxana elected

Presentation of UiODoc board roles and tasks

- Done by Christina

17:54 Break and nomination collection

18:25 Nomination and election of candidates for each role

- President
 - Candidates: Anna Piterskaya
 - Elected: Anna Piterskaya

- Secretary
 - Candidates: Roxana Pop
 - Elected: Roxana Pop
- Treasurer
 - Candidates: Jie Bian
 - Elected: Jie Bian
- Event officer
 - Candidates: Kristina Burum, Hong Li
 - Elected: Kristina Burum, Hong Li
- PR officers
 - Candidates: Chinmayi Baramashetru, Ymkje Haverkamp
 - Elected: Chinmayi Baramashetru, Ymkje Haverkamp
- Representative officers
 - Candidates: Paul Kobialka, Michal Kozak, Reetika Joshi
 - Elected: Paul Kobialka, Michal Kozak, Reetika Joshi

18:48

Open discussion

- Chaired by Paul

Events:

- Afternoon tea idea appreciated (by non-morning people)

Onboarding:

- A member that fell between faculties:
 - No introduction
 - The faculty focus makes it hard for people who do not belong at a certain faculty
- Externally founded member
 - Onboarding during corona was really bad
 - UiODoc should ask for a space in the ISMO onboarding to present and organize a generic onboarding (eg health services)

Mental health

- Christina: discrepancy between what students have access to and what temporary staff representatives have to do
- Member A input:
 - The seminars and so on organized during the pandemic did not help. It offered no personal support.
 - Would like to have access to a counselor/therapist; this would help more than workshops and seminars
- Member B input:
 - There is support but only for MatNat

19:05

Closing of the meeting

Mix and mingle

4.2.2 SiN Annual General Meeting

Date: 26 November 2022

Time: 09:00 -17:00

Place: University of Agder, Kristiansand

The SiN AGM is hosted by a different member organization each year. In 2022, this organization was UiADoc from the University of Agder. Chinmayi Baramashetru and Paul Kobialka acted as delegates for UiODoc, while Kristina Burum and Roxana Pop acted as observers. The programme and travel reimbursement of the delegates was supported by SiN, while the observers' trip was financed by UiODoc. The programme lasted all day and was attended by delegates and observers from all member organizations. The agenda included approval of new member organizations, the annual report — with a large focus on the financial situation, as well as the election of the new board. More about the AGM and the election of the SiN Board can be found on their [website](#).

5 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. The calculations can be seen in Tables 2-4, while Table 5 shows the overall balance for 2022.

5.1 Income

UiODoc had a budget surplus in the year 2021 of 313 092 NOK that was transferred to the budget of 2022. This income was added to the annual budget UiODoc receives from UiO, see Table 2.

Table 2: Calculations for the income of 2022.

Description	Amount (NOK)
Transferred from year 2021	313 092
Income from allocation of funds, divided by 12 and paid each month	269 000
Total income 2022	582 092

5.2 Expenses

UiODoc's expenses consist of operational expenses and Board compensation. Board compensation is 40% of the annual allowance. 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. The costs for Board compensation can be seen in Table 3.

5.2.1 Operational expenses

We have conducted many events, including Norwegian folk dance, breakfast talk, afternoon tea talk, AGM, Christmas party, collaborated with ISMO, etc. The major expenses for 2022 were organization of courses and events (which includes catering for events, payments of speaker honorariums), the UiODoc AGM and the survey expenses, see Table 3.

I a

Table 3: Calculations for the expenses of 2022.

Description	Amount (NOK)
Organization of courses and events	125 833
Board meetings	14 927
Other board costs	12 881
Organization of AGM	36 140
Expenses in regards to SiN	4 000
Survey expenses	27 299
Total operational expenses 2022(excluding board compensation)	221 080

5.2.2 Board compensation

Board compensation for the period January – May 2022 (Board 2021-2022) was paid in 2022 (Table 4). Board compensation for the period June to December 2022 (Board 2022-2023) will be paid in 2023; therefore, only an estimate is provided, see Table 4.

Table 4: Calculations for the Board compensation for 2022&23.

Board compensation	Amount (NOK)
Board compensation January-June 2022 (incl. fees, vacation pay, employer's tax and pension)	41 666
Total Board compensation for 2022	41 666
Estimation of Board compensation to be paid in June 2023	
Board compensation June-December 2022 (incl. fees, vacation pay, employer's tax and pension)	62 767
Total Board compensation for 2022	104 433

5.3 Balance

Below in Table 5 is an overview of the balance after subtracting expenses from the income. The money that was not spent during the year 2022, will be transferred to the budget for 2023 and sums up to 319 346 NOK.

Table 5: Calculations for the balance of 2022.

Description	Amount (NOK)
Income	582 092
Expenses	221 080
Board compensation 2022 (Jan-May for board 21-22)	41 666
Balance	319 346

Part II: Plans for 2023

6 Planned strategic activities

6.1 Membership

6.1.1 Reaching out to new members

Given inherent discrepancies between Faculties in their numbers of PhD and Postdoc enrolment, the way that researcher education is organized, 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
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 organized 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 organizers and HR departments, although this will likely be a long-term endeavor.

6.1.2 Survey about well-being of temporary staff and policy shaping of the organization

Until 2021, the UiODoc board received input from their members through ad-hoc methods, directly or indirectly. Direct input was received through means such as queries by email or informal chats during events that were organized by UiODoc. One of the goals in 2022 was to collect member input in a more systematic way. To achieve this, the boards of 2021-2022 and 2022-2023 worked on a survey that was sent out to the members at the end of 2022 (see more in [Section 3](#)).

The survey link was sent in December 2022 via a mass email. In 2023 we plan to send two reminders, one in January and one in February 2023. ResponsAnalyse will provide the final report and data in March 2023.

The results will constitute a first important step in the direction of more evidence-based representation of UiODoc constituents. There are still many more important steps to undertake and we hope that the next boards will continue the efforts in this regard. First, there is a need to disseminate results of the pilot survey among constituents, stakeholders and the general public and to support their active use in all aspects of policy-making related to the situation of UiO temporary employees. Second, we hope that foundations laid with this pilot can be further cultivated by following boards, which may want to consider running the survey regularly, in order to collect time series tracking of PhDs and Postdocs over time. Therefore, we also plan to send a survey again in 2023.

6.2 Connecting with temporary staff representatives

In the course of 2023, we wish to consolidate the connections of UiODoc with representatives at the faculty level and the permanent employees / career advisers with insights generated in the PhD survey and the previous meetings with Temporary staff representatives.

We plan for a broad strategy to (1) faithfully reflect the diversity of PhDs and Postdocs across UiO but also (2) integrate UiODoc as an organization into the UiO organizational landscape. Our strategy includes leveraging the insights generated in the survey in talks with different shareholders to have a stronger tool than experience reports.

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.

One important goal of these meetings is to identify emerging issues at the different faculties and elaborate corresponding strategies with representatives. Hereby, we plan to use the survey results to quantify and substantiate the representatives' insights and to communicate them to permanent staff.

The hope is to evaluate the extent to which UiODoc's own agenda can be actualised to reflect these faculty-specific issues and survey insights. In doing so UiODoc may be in a better position to faithfully represent the priorities of PhDs and Postdocs as a whole by having a strong tool to quantify and qualify gained insights.

At a more practical level, these meetings will also serve the purpose of examining the agency of representatives at their respective faculties. More specifically we wish to explore ways to promote their capabilities as the voice for PhDs and Postdocs at the

faculty level. This could be achieved by sharing some of the experiences we could gather from other faculties or by examining the possibilities of alliances with other stakeholders such as the permanent academic staff representative.

Therefore, meetings with permanent staff and career advisors are important to transport quantified insights to decision takers and established communication channels.

Another benefit we wish to get from these meetings is to collect objective elements to support the various items of the policy agenda set by UiODoc. These more concrete illustrations of our policy priorities would strengthen the credibility and impact of these policy items when raised at the various institutional hearings UiODoc is invited to contribute to, including collaborations with permanent staff.

6.3 University of Oslo

In 2022, 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 endeavor 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.

6.3.1 Meetings with the rectorate

After successfully reinitiating the relationship between UiODoc and the UiO Management and Support Units, we plan to uphold this throughout 2023. We aim to meet at least once per semester. These opportunities will be used to raise awareness to present matters especially within psycho-social well being, career development and internationalization of temporary staff. Since we will have the survey results in early 2023, we plan to base our discussions with the rectorate on issues that the survey is highlighting as important for our members.

6.3.2 Research Committee

We will continue to frequently attend the Research Committee meetings and actively bring forward cases brought to our attention through communication with our members and other representatives of temporary staff. Upcoming relevant topics for UiODoc in the Research Committee meeting are, among others, Research Ethics guidelines at UiO, opportunities for temporary employees within programs such as 'Horisont Europa', and opportunities for temporary employees within UiO's strategy for Climate and Environmental work.

The preliminary results of the survey will be presented to the Research Committee by Anna Piteriskaya and Michal Kozak during the meeting of Monday 23rd January. UiODoc will continue to work with the results of the survey on well-being of temporary staff to inform the relevant channels at UiO such as the research committee of its results.

6.3.3 Forum for researcher education (FFF)

UiODoc is formally invited to the meetings in the FFF, yet the issues on the FFF agenda are often of a more administrative nature and therefore the attendance of UiODoc in the meetings is not always necessary. To make sure that our connection to the FFF remains stable, it is still important that UiODoc is invited to the meetings and has access to the agendas.

6.3.4 Central electoral committee

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 elections to our members. We represent the temporary staff at the election committee in the roles of representative and deputy. We make sure to raise points such as gender balance among the election candidates and faculty-wise balance for the election. We will be doing the same in 2023 by incorporating more suggestions from our general meetings with the PhDs, Postdocs, and temporary staff.

6.4 Other collaborations

UiODoc plans to continue and develop the collaborations described in [Section 1.4](#) throughout 2023. UiODoc will also be on the look for new opportunities and collaborators to fulfill its strategic goals.

5.4.1 International Staff Mobility Office (ISMO)

The ISMO welcome breakfasts will remain an important venue to reach out to our new international members, as in previous years. UiODoc also wishes to collaborate with ISMO on improving the dissemination of important information in English. Researchers on fixed-term contracts are often under high work pressure and might only reside in Norway temporarily, limiting their opportunities to become fully fluent in Norwegian during the time of their stay at UiO. UiODoc is therefore keenly aware that their full engagement in the workplace will depend on the availability and accessibility of English information as well as discussion spaces.

5.4.2 Unions

Unions are important allies for UiODoc in our strategic work, since they promote the interests and well-being of certain groups of employees that overlap with UiODoc's membership. For researchers at UiO, there are several [unions](#) to choose from, represented by four umbrella organizations. Three of these (Akademikerne, Forskerforbundet and NTL) represent substantial numbers of PhDs and Postdocs at UiO. UiODoc will strive to meet with each of these unions at least once per semester in informal dialogue on what issues that are in the interest of PhDs and Postdocs they can work on together.

6.5 Stipendiatororganisasjonene i Norge (SiN)

6.5.1 SiN Board

UiO remains one of the largest employers of PhDs and Postdocs in Norway, and thereby UiODoc represents a sizable percentage of the total PhD and Postdoc population represented nationally by SiN. UiODoc will therefore strive to keep at least one of its members active within the SiN Board and remain a leading presence in the inter-association network of member organizations, in order to promote effective and equal representation of PhDs and Postdocs from different institutions in matters of national policy. We will also do so in 2023, by promoting the SiN AGM widely among our members, issuing an open call for nominations to the SiN Board, and sending the maximum allowable number of delegates and observers to the next SiN AGM. We also plan to collaborate with SiN on matters important to our members, such as surveys or events.

6.5.2 Consultation statements at the national level

Several long-term processes concerning academic career development, recruitment policies and research will be reaching a pivotal moment in the national policy arena in 2023, for example topics like internationalization or career development of PhDs and Postdocs. UiODoc will continue to provide input on any consultation statement or proposal for action that SiN distributes to its member organizations.

7 Planned events

In 2023, we are planning to continue our series of breakfast seminars and career-oriented activities. In summary, the events planned for 2023 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 7.1.1](#) for more details.
2. *Norwegian Folk Dancing*: This social event will host a folk dancing performance as well as a dinner and some dancing lessons. More details in [Section 7.1.2](#).
3. *Mental health week*: Like the last few years, we plan to participate in light of World Mental Health Day, in this week which will provide a series of talks on the urgent and neglected topic of mental health tailored to early career researchers. For more information, see [7.1.3](#).

7.1 Events planned by UiODoc

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

UiODoc will continue to organize monthly talks focused mainly on career advice for PhD candidates and Postdocs. We plan to invite speakers from a variety of backgrounds who offer specialist knowledge. We have a good collaboration with the University's Library that provides us a good location as well as support in promoting our events. We expect that the PPBC will remain our most regular event and among our most popular, just as they have been in recent years. Some of the topics planned for 2023's PPBCs are the following:

1. *Develop your research skills with Digital Scholarship Center*
2. *The Occupational Health Service for PhDs and Postdocs*
3. *SPARK: Social Innovation*
4. *Imposter Syndrome*

The first four (plus one more) 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.

7.1.2 *Norwegian Folk Dance Social Event*

As it was quite a big success among participants in 2022, we therefore decided to organize this social event again during 2023. We therefore hope that we will be able to hold this event in spring of 2023. It is planned to invite the Norwegian Folk Museum Dance Group to give a performance followed by the teaching of simple dancing steps. After the dancing we plan to host a dinner and social mingling of the participants.

7.1.3 Mental health week

Given the ongoing urgency of mental health problems among early career researchers we will continue to raise awareness and facilitate dialogue on this topic. We plan to do so around World Mental Health Day (October 10). During this week, we will most likely organize a series of events and seminars that is compatible with and complementary to the events offered by various Faculties, and tailored specifically to the pressures afflicting PhDs and Postdocs in their working environment. This is especially necessary in light of the last years since mental health has been declining due to the pandemic.

8 Meetings

8.1 Monthly Board Meetings

The Board will continue with monthly Board Meetings in 2023. The meetings were held every month in 2022 (except in May, when the AGM was held and July due to holiday). We hope to continue with a similar regularity of the Board Meetings. This will be beneficial for the goals and activities of the organization because the Board Meetings are the only place when in-depth discussion as well as feedback from the whole Board on every item takes place. If successive Board Meetings take place in a too narrow or wide timeframe, then items may get overlooked or the possibility of discussing those is not given.

8.2 Annual General Meeting

In 2023, the Annual General Meeting (AGM) will take place in May. It was decided by board 2021-2022 to keep AGMs every spring semester, and we plan on continuing doing it.

8.3 Transition meeting

Furthermore, to ensure continuity between the Boards, we plan to hold a transition meeting with all old and newly elected Board members in order to disseminate generic tasks of the organization and its overall policies. In addition to that, members of the specific positions will have meetings with the newly elected members to transition their specific tasks and secure a continuous flow of information between the Boards.

9 Budget

The budget for 2023 was estimated based on an expected end of infection control measurements and the possibility to conduct physical events again. 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. Therefore, the surplus from this and previous years will likely be spent usefully on various activities focusing on social events in particular. The total income for 2023 equals 596 346 NOK (Table 6) while the tentative expenses sum up to 421 800 NOK, equalling a balance of 174 546 NOK (Table 7).

9.1 Income

Table 6: Calculations for the income of 2023.

Type	Description	Amount (NOK)
	Annual budget 2023	277 000.00
	Budget surplus 2022	319 346.13
Total income 2023		596 346.13

9.2 Tentative expenses

Table 7: Calculations for the expenses of 2023.

Type	Description	Amount (NOK)
Annual expenses	Board compensation 2021-2022	-62 767
	Board compensation 2022-2023	- 110 800
	SiN membership 2023/2024	- 5000
Expenses – Spring semester	Organization of courses and events	-70 000
	Board meetings/team building & AGM	-75 000
Expenses – Fall semester	Organization of courses and events	-60 000
	Board meetings/team building	-25 000
Other expenses	Merchandise	-70 000
	Travel to SiN AGM	-8000
Final balance 2023		109 780

Appendices

Appendix A – UiODoc statutes

Vedtekter for

Stipendiatenes interesseorganisasjon ved Universitetet i Oslo (UiODoc)

Vedtatt 13.03.2003, endret august 2020

§ 1 Navn

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

§ 2 Formål

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

Organisasjonen har følgende hovedarbeidsområder:

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

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

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

§ 3 Medlemskap

§ 3.1 Medlemmer

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

§ 3.2 Rettigheter

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

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

I tillegg skal alle medlemmer ha mulighet til å:

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

§ 4 Annen tilknytning

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

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

§ 5 Årsmøte

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

§ 5.1 Innkalling til årsmøte

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

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

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

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

§ 5.2 Årsmøtets rettigheter og plikter

Årsmøtet skal:

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

Videre har årsmøtet følgende rettigheter:

1. Diskutere fremtidig strategi.
2. Godkjenne endringer i vedtektene med et 2/3 flertall blant de tilstedeværende med stemmerett.

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

§ 5.3 Valg og stemmegivning under årsmøtet

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

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

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

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

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

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

§ 5.4 Ekstraordinært årsmøte

Et ekstraordinært årsmøte kan holdes dersom:

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

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

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

§ 5.5 Utsettelse av / endring av tidspunkt for årsmøte

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

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

§ 6 Styret

Styret velges for ett år av gangen.

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

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

§ 6.1 Styrets sammensetning

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

Styret skal tilstrebe å følge en struktur bestående av:

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

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

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

§ 6.2 Styrets rettigheter og plikter

Styret har følgende plikter:

- Holde minst ett styremøte per måned, utenom styrets overgangsmøte (følger årsmøtet) og i sommerferien (juli).
- Arkivere agenda og referat fra alle møter for fremtidig henvisning.
- Organisere relevante aktiviteter for UiODoc medlemmer i henhold til formålet beskrevet i § 2.
- Forberede årsrapport, årsregnskap og budsjettforslag før årsmøtet.
- Innkalle til årsmøte. Dette inkluderer også ekstraordinært årsmøte dersom det kreves i henhold til § 5.4.

- Holde de representerte informert om aktivitetene til UiODoc.

Styret har følgende rettigheter:

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

§ 6.3 Styremøter

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

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

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

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

§ 6.4 Styre termin

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

§ 6.5 Fratredelse / avskjedigelse av styremedlemmer i løpet av termin

- Styremedlemmer kan si opp sin rolle og plikter med 1 (en) måneds varsel.

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

§ 6.6 Ekstraordinær utnevnelse av styremedlemmer

I tilfelle:

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

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

§ 7 Avvikling

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

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

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

Appendix B – UiODoc contract with UiO

Samarbeidsavtale mellom Universitetet i Oslo og UiODoc

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

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

1. Omfang

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

2. Betingelser for tildeling

2.1. Bruk av midler

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

De resterende 60 % av tildeling kan brukes til følgende:

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

Ubrukte midler kan overføres fra ett år til det neste.

2.2 Innkjøp og utbetalinger

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

2.3 Forpliktelser

- UiODoc skal innen 15. april hvert år levere en kortfattet rapport til UiO, med beskrivelse av foreningens aktiviteter siste år inkludert forenklet regnskap for foreningens drift og planer for det kommende år.
- UiODoc stiller med representant i Forum for forskningsdekaner (e.l. fora) hvor relevante saker diskuteres. Representanten forventes å bidra aktivt.
- UiODoc kan, på oppdrag fra UiO, finne aktuelle representanter i tilfeller hvor det er prosjekter e.l. som trenger representasjon fra UiODocs målgruppe. Ved store og/eller

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

- UiODoc benyttes som 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 c.l. rettet mot sin målgruppe.

LOS gjennomgår årlig hvorvidt betingelsene for tildeling er oppfylt.

3. Tilgang til infrastruktur

UiODoc skal sikres følgende infrastruktur:

- e-post med UiO-adresse.
- møterom: UiODoc sikres rett til å reservere rom i UiOs rombookingsystem.
- UiODoc lager nettsider om seg selv i verdensveven og har eget domene. UiODoc har rett på samme tilbud fra USIT som andre studentforeninger ved UiO.
- postadresse: UiODoc kan benytte postboksadressen 1072, Blindern, 0317 Oslo.
- UiODoc skal for relevante arrangementer kunne sende ut e-post som masseutsendelse i tråd med etablert praksis. Avdeling for personalstøtte kan på bestilling produsere lister over e-postadresser.

4. Kontaktpunkt i LOS

Det oppnevnes en kontaktperson for UiODoc i LOS.

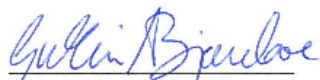
Kontaktpersonen utsteder attester på innhatt UiODoc-verv til de som ber om det.

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

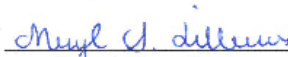
5. Endringer i avtale

Ønsker om endringer i betingelsene i denne avtalen skal varsles skriftlig senest 6 måneder før endringene skal tre i kraft.

Oslo, 29/6-16



Gunn-Elin Aa. Bjørneboe
Universitetsdirektør



Meryl Sønnerby Lillenes
leder UiODoc

Appendix C – Survey Questions

UiODoc

q_1	Which temporary research position do you hold?	
♦ range:*		
PhD	☐	1
Postdoc	☐	2
Other:		Open

q_2	Which faculty/faculties are you affiliated with?	
♦ range:*		
♦ rot:r		
Faculty of Humanities	☐	1
Faculty of Law	☐	2
Faculty of Mathematics and Natural Sciences	☐	3
Faculty of Medicine	☐	4
Faculty of Dentistry	☐	5
Faculty of Social Sciences	☐	6
Faculty of Theology	☐	7
Faculty of Educational Sciences	☐	8
Natural History Museum	☐	9
Museum of Cultural History	☐	10
Other:		Open

q_3	In what year were you born?	
♦ range:1900:2019		
		1

q_4	In what year did you obtain your last graduate degree?	
♦ range:1900:2023		
		1

q_5	Where did you obtain your last graduate degree?	
♦ range:*		
Norway or other Scandinavian country	☐	1
The EU or EEA (other than Scandinavia)	☐	2
Other	☐	3

q_6	What gender do you identify with?
• range:*	
Male	☐ 1
Female	☐ 2
Non-binary	☐ 3
Other	☐ 4
Prefer not to say	☐ 5

q_7	Are you of Norwegian nationality?
• range:*	
Yes	☐ 1
No	☐ 2

q_8	How satisfied were you with onboarding as an international researcher at UiO?
• filter:\q_7.a=2 • range:*	
Very unsatisfied	☐ 1
Unsatisfied	☐ 2
Neither unsatisfied nor satisfied	☐ 3
Satisfied	☐ 4
Very satisfied	☐ 5

q_9	What are your thoughts regarding internationalization at UiO?
• range:*	
	Open
Have no thoughts	☐ 1

q_10	What is the duration of your contract? Please round the length of you contract to the nearest whole year without comma or period.
• range:0:99	
	1

q_11	Have you previously been employed in academia as temporary staff?
• range:*	
Yes	☐ 1
No	☐ 2

q_12	For how long were you employed in academia as temporary staff?
• filter:\q_11.a=1 • range:0:99	
	1

q_13	How satisfied are you with the overall experience in your current research position?
♦ range:*	
Very unsatisfied	☐ 1
Unsatisfied	☐ 2
Neither unsatisfied nor satisfied	☐ 3
Satisfied	☐ 4
Very satisfied	☐ 5

q_14	How satisfied are you with the integration in your social work environment?
♦ range:*	
Very unsatisfied	☐ 1
Unsatisfied	☐ 2
Neither unsatisfied nor satisfied	☐ 3
Satisfied	☐ 4
Very satisfied	☐ 5

q_15	How satisfied are you with your physical work environment (office, lab, teaching space)?
♦ range:*	
Very unsatisfied	☐ 1
Unsatisfied	☐ 2
Neither unsatisfied nor satisfied	☐ 3
Satisfied	☐ 4
Very satisfied	☐ 5

q_16	How satisfied are you with your project?
♦ range:*	
Very unsatisfied	☐ 1
Unsatisfied	☐ 2
Neither unsatisfied nor satisfied	☐ 3
Satisfied	☐ 4
Very satisfied	☐ 5

q_17	Have you ever encountered any substantial problems regarding supervision of your project?
♦ range:*	
Yes	☐ 1

q_28	How satisfied are you with your salary?	
♦ range:*		
Very unsatisfied	☐	1
Unsatisfied	☐	2
Neither unsatisfied nor satisfied	☐	3
Satisfied	☐	4
Very satisfied	☐	5

q_29	In which of the following areas are you aware of UiO-support?	
Check all boxes that apply.		
♦ range:*		
Employment conditions	☐	1
Career development	☐	2
Internationalization	☐	3
Mental health	☐	4
Delays in project work due to Covid-19	☐	5
University democracy	☐	6
♦ exclusive:yes None of these	☐	7
♦ exclusive:yes Don't know / Not sure	☐	8

q_30	Which of the following areas are important for you?	
Check all boxes that apply.		
♦ range:*		
Employment conditions	☐	1
Career development	☐	2
Internationalization	☐	3
Mental health	☐	4
Delays in project work due to Covid-19	☐	5
University democracy	☐	6
♦ exclusive:yes None of these	☐	7
♦ exclusive:yes Don't know / Not sure	☐	8

q_31	Which of these areas is the most important for you?	
♦ filter:(\q_30.a=1:6)&(\q_30.a=#2:6)		
♦ range:(7;8) (\q_30)		

q_31	Which of these areas is the most important for you?
Employment conditions	☐ 1
Career development	☐ 2
Internationalization	☐ 3
Mental health	☐ 4
Delays in project work due to Covid-19	☐ 5
University democracy	☐ 6
♦ exclusive: yes None of these	☐ 7
♦ exclusive: yes Don't know / Not sure	☐ 8

q_32	Have you heard about UiODoc - the interest organization for PhDs and Postdocs at UiO?
♦ range: *	
Yes	☐ 1
No	☐ 2

q_33	How important is the work UiODoc does for you?
♦ filter: \q_32.a=1 ♦ range: *	
Not at all important	☐ 1
Not very important	☐ 2
Neither important nor not important	☐ 3
Important	☐ 4
Very important	☐ 5
Don't know / Not sure	☐ 6

q_34	Have you ever attended any UiODoc events?
♦ filter: \q_32.a=1 ♦ range: *	
Yes	☐ 1
No	☐ 2
Don't know / Not sure	☐ 3

q_35	Do you interact with UiODoc other than attending events (reach out by email, Social Media, etc.)?
♦ filter: \q_32.a=1 ♦ range: *	
Yes	☐ 1

q_35	Do you interact with UiODoc other than attending events (reach out by email, Social Media, etc.)?
No	☐ 2
Don't know / Not sure	☐ 3

q_36	Have you considered consulting/consulted a mental health professional during the last 12 months?
♦ range:*	
Yes	☐ 1
No	☐ 2
Don't know / Not sure	☐ 3