

Doktorgradsstipendiatenes
interesseorganisasjon ved NTNU

Annual Report 2017/2018

*DION – Doktorgradsstipendiatenes
interesseorganisasjon ved NTNU*

*The Interest Organization for Doctoral
Candidates at NTNU*

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1 Summary

The previous Annual General Meeting (AGM) was held May 10th 2017, at Klubben (Studentersamfundet). This report covers the period since the previous AGM. DION has had ten board meetings and participated in several committees and meetings at NTNU. In addition, DION has had meetings with NTNU board – and faculty representatives for temporary scientific employees, on a regular basis to discuss relevant issues.

As previous boards have worked on making the organization more visible to administration and faculties, DION has this board term been invited by faculties to hold presentations at introduction days for new PhD candidates. The board has continued to actively use social media channels (Facebook and Twitter and NTNU's Innsida to inform about board meetings, promote events and share relevant activities and information. DION's newsletter has been continued, being sent out (close to) every month.

DION's annual allocation of funds has led to nineteen social events during this term. Seven of these were held in Gjøvik and twelve in Trondheim. In Trondheim DION co-hosted a summer party with NIRS, participated in the PRIDE parade, organized hiking trips and orienteering in the autumn, and cross country skiing, ice skating and indoor bouldering during winter, screening of "Researchers' Night at CERN" and happy hour with shuffleboard. In Gjøvik the events have been aimed at creating regularly social meeting places for temporary scientific employees and introducing DION's mandate, as DION is new in Gjøvik (post-merge of the new NTNU). The events were screening of "The PhD Movie", barbeques and after-work meet ups. As a result of events and a board member stationed in Gjøvik, there is now a sub-group of DION in Gjøvik.

DION has continued to put significant efforts into the handling of inquiries from temporary scientific employees seeking advice and support. DION worked with 24 such cases during the board period 2017/2018. The majority of the cases were with issues regarding extension of contract or leave, supervision, research visiting, employment contract, housing and PhD courses.

DION have been pushing for, and closely following the discussions around and implementation of the test trial of "gjenoppstartsstipend" for all PhDs and Postdocs on parental leave. In addition, DION has advocated for more common policy across NTNU, having all temporary scientific employees in mind – regardless of faculty / department affiliation.

*On behalf of the 2017/2018 DION Board,
Trondheim, 12.04.2018*

Ingvild Firman Fjellså
President DION

2 Board Composition

During the board year 2017/2018, the board had the following members:

- Ingvild Firman Fjellså (President)
- Maria Bårdsen Hesjedal (Vice President)
- Olena Meleshko (Board Member)
- Ray Pritchard (Board Member)
- Alexander Busch (Board Member)
- Ankit Aggarwal (Board Member)
- Enrico Riccardi (Board Member)
- Edgar Lopez (Board Member)

DION has had administrative support from consultants Kine Sørli and Nina Westerlund Støen. DION would like to thank both Kine and Nina for valuable assistance and support during 2017/2018.

3 Activity highlights 2017/2018

During the board period 2017/2018, DION has:

- For the second time invited applications and provided six support grants for educational and social PhD and post-doc activities at NTNU
- Responded to and followed up 24 inquiries from temporary scientific employees in need of assistance.
- Hosted nineteen socio-academic events.
- Participated in several committees, meetings and seminars arranged by NTNU.
- Collaboration with SiN (Stipendiatorganisasjonene i Norge), and participated at the Annual General Meeting of SiN in May 2017 and Eurodoc in April 2018.
- Participated in the NTNU matriculation of autumn 2017.
- Participated in a full day workshop about the PhD education, organized by the Central Research Committee, called "Kvalitet i NTNUs ph.d.-utdanning".
- Provided support to the NTNU board representative for temporary academic staff during DION's board meetings. DION was part of the election committee for the NTNU Board elections in spring 2018.
- Given two interviews to Universitetsavisa. One regarding challenges for Ph.D.'s with kids, and an other regarding working conditions for temporary scientific employees (reprinted in "På Høyden").
- Continued collaboration with temporary scientific staff's representatives in faculty boards.
- Active use of Facebook (<https://www.facebook.com/DION.NTNU>), NTNU Innsida, and monthly DION newsletter.
- Presented DION, rights, and regulations for new PhD candidates at the following faculties: IE (twice), AD, NV (twice), IV and MH.
- Improved our digital storage archive by migrating documents and tasks onto Sharepoint
- Started to be represented on campus Gjøvik with one board member. Created a community and increased the outreach to the PhD and post-doc in Gjøvik.
- Created a working group in Gjøvik to aid on planning and logistics of the several social and activities.

4 Email inquiries

DION has received 24 inquiries from temporary scientific employees at NTNU during the board period 2017/2018. The topics of the questions are mainly in five categories: Extension/leave, supervision, research visiting, employment contract, housing and PhD courses. The share of the cases in different categories are shown in Figure 1. The two most frequently asked topics are extension/leave (especially related to parental or maternity leave) and supervision. In addition to the inquiries, DION also received some requests for information on how to apply for DION grants and get reimbursements for the granted events.

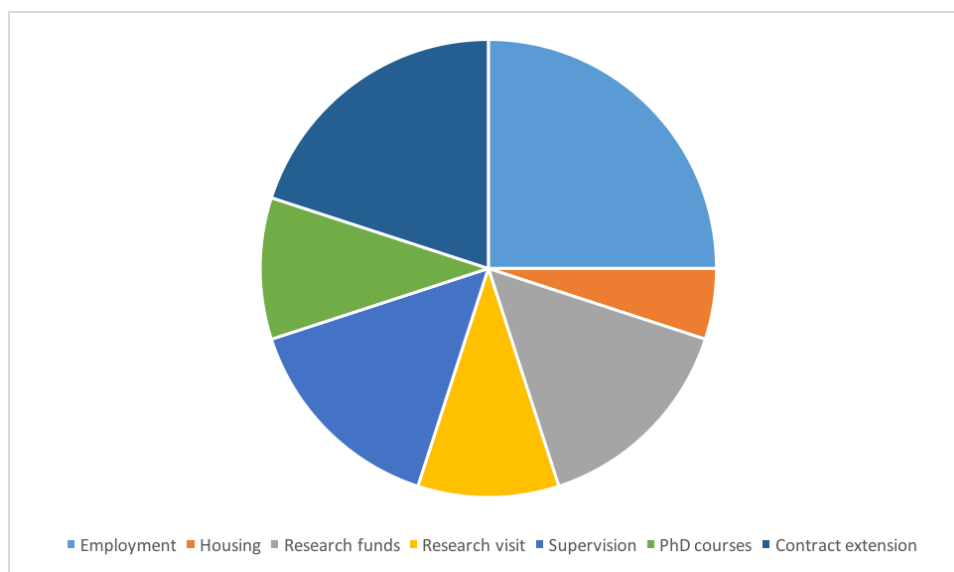


Figure 1: Pie-chart showing distribution of the queries

Two particular case examples which are relevant to the entire PhD/postdoc community at NTNU are provided in the next subsections:

4.1 NTNU email addresses after end of contract

Typically, when a contract end, the NTNU IT and associated email account are terminated right away. As a response to a specific inquiry from a PhD candidate finishing in late 2017, DION wrote an official letter to NTNU IT, the Research committee and H, stating that shutting down the email account without any grace period is very bad for finalizing a PhD project, in particular with regards to articles being in review, DION received an official response in late 2017 that NTNU IT is working on a better solution. In the meantime PhDs/postdocs coming to an end of their contract are advised to follow the workaround described [here \(bottom of page\)](#).

4.2 Gjenoppstartstipend

DION, together with the representative of temporary scientific staff in the NTNU board, has long advocated for the NTNU-wide introduction of a so-called gjenoppstartstipend (an extension of one month granted for parental leave exceeding six month), a concept which [has been in place at the faculty of humanities for quite some time. It was announced in early 2018 that the gjenoppstartstipend is to be deployed throughout NTNU.](#) Unfortunately, it was left to the departments and faculties to implement the introduction of the gjenoppstartstipend. This has led to uncertainties, an outstanding example is the misinterpretation that only female employees are eligible to apply for the gjenoppstartstipend, a case DION currently closely monitors.

5 Events

This board term, DION has arranged nineteen events:

- 01.06.2017: The PhD Movie screened by DION@Gjøvik
- 16.06.2017: Summer BBQ at NTNU@Gjøvik
- 24.08.2017: NIRS & DION Summer Party for International Researchers & family
- 25.08.2017: After Summer Break BBQ at NTNU@Gjøvik
- 10.09.2017: DION Hiking
- 16.09.2017: DION on Trondheim PRIDE Parade
- 24.09.2017: DION Hike II
- 29.09.2017: Researchers' Night at CERN with DION
- 14.10.2017: Beginners orienteering in Bymarka
- 08.11.2017: DION Shuffleboard and meet-up at Boxer
- 06.12.2017: DION-Gjøvik: PhD students & Post-docs after work with Pizza
- 19.01.2018: DION-Gjøvik: PhD students & Post-docs after work with Pizza
- 28.01.2018: Cross country skiing with DION (Trondheim)
- 11.02.2018: Cross Country skiing with DION 2, The Revenge.
- 19.02.2018: DION@Gjøvik: Working group subchapter Gjøvik
- 01.03.2018: Bouldering for beginners with DION Trondheim
- 05.03.2018: DION@Gjøvik After work monthly meeting with Hamburgers!
- 08.03.2018: DION on ice! Try tour skating (turskøyting) on Theisendammen
- 21.03.2018: DION@Trondheim meets the NTNU Post-doc pilot participants

The number of attendants at the events varied between 5 and 40. Seven of these events happened for the first time in Gjøvik. The events were made possible by the yearly allocation of funds for events that was approved in January 2017 by the NTNU pro-rector of research, as well as through partner organizations. Invitations to each event can be found in appendix.

6 Representation and engagement at NTNU

DION's president and board member, Ray, participated in a half-day workshop on *quality of the PhD education at NTNU*, on April 5th 2018. The Central Research Committee organized the workshop. DION contributed with a presentation, presenting typical inquiries DION receives from members, and suggested elements of improvement. Shortly summed, these included; a centralized policy to ensure predictability during and after PhD, proactive mental health support to work preventatively before the need for health service treatment, competitive wages, detailed and up-to-date sources to find information about rights and duties from start of employment through to PhD defense (including an extensive onboarding guide).

DION has observer status (receives summons and minutes) in the Central Research Committee, and is called to the meetings in special cases. The DION president and/or vice president attended five meetings with the Central Research Committee.

DION's vice president is participating in NTNU's reference group for the revision of the International Action Plan 2014-2017. The reference group will give input on the Action Plan through participation and discussion in 3-4 meetings, as well as reading and commenting on drafts. This will happen during spring 2018.

As an action to a case, DION wrote a letter to NTNU highlighting the issues arising around the termination of the NTNU email address when an employee contract ends. See 4.1 for details.

DION's president participated in the NTNU matriculation of autumn 2017.

DION's president participated in NTNU's leader seminar at Oppdal, January 18th and 19th, 2018.

DION was contacted by NTNU local newspaper Universitetsavisa, in July 2017, asked to comment on an ongoing national debate about internationalization of Norwegian academia. The request resulted in the article: [Usikkerheten kan føre til frafall av norske forskere](#).

Based on the findings of the [DION project Working conditions and PhD with kids \(Board period 2016/2017\)](#), DION contacted Universitetsavisa to write an article about the challenges of PhDs having kids, which was eventually published as [Stipendiater sliter med å kombinere familieliv og doktorgradsavhandling](#).

7 Representation and engagement outside NTNU

Enrico Riccardi and Edgard Lopez have been board members of Norway's national doctoral organisation (SiN – Stipendiatororganisasjonene i Norge) for the period 2017/18. During this time both members contributed among other things to Eurodoc and the creation of UiBdoc (DION alike organization in Bergen University).

DION's president participated in a panel debate; "[kampen om talentene](#)", discussing recruiting challenges and temporality with rectors at UiO and UiB, SINTEF CEO, and Head of Telenor Research. The debate was part of a research political seminar, organized by The Norwegian Association of Researchers (Forskerforbundet), and held in Oslo November 2017.

8 Collaboration

- DION co-hosted the **NIRS** summer party in August 2017
- DION has worked closely with the **NTNU board representative for temporary academic staff**, and she was invited to every DION board meeting to discuss upcoming NTNU board cases.
- The collaboration with the **faculty board representatives for temporary scientific staff** was prioritized in this board term. DION invited the faculty board representatives to one breakfast meetings (17.11.2017) in order to discuss issues and regulations at the various faculties and establish better collaboration between the faculty representatives and DION. The faculty board representatives were also invited to all of DION's board meetings.
- DION gave input to **Akademiet for yngre forskere** on an application to NFR regarding financial support for researcher's night in Trondheim, where DION is invited to collaborate. Financial support was granted from NFR.

9 Presentations and projects

9.1 Presentations at faculties

DION held several presentations at information days for new PhD candidates. DION presented rights and regulations for new candidates at the following faculties/departments:

AD: 14th February 2018 (Ray)

NV: 7th February 2018 (Ray)

MH: 6th December 2017 (Maria)

IE: Spring 2018 (Edgar)

IV: Autumn 2017 (Alex)

IE: Autumn 2017 (Alex)

NV: 31st August 2017 (Enrico)

9.2 Project “Authorship and PhD supervision at NTNU”

DION planned to conduct a project on the situation of the PhD supervision at NTNU with a special focus on authorship. However, due to capacity limitations this project was put on hold after an initial collection of sources describing the as-is situation da been conducted. These documents may be accessed [here \(link restricted to DION board members\)](#) in case the next ION board has the capacity to proceed with the project. In the meantime, RINO (Research Integrity in Norway) - a collaborative project between the University of Bergen, the Norwegian National Research Ethics Committees and Western Norway University of Applied Sciences – has conducted a detailed survey amongst Norwegian scientific staff which did cover quite some of the aspects we anticipated to look into in our project.

9.3 Project “SharePoint”

In the board period 2017/2018, DION finalized the project “SharePoint”, the purpose of which was to switch from a conventional net drive to SharePoint as data storage system. While SharePoint is not the perfect system, it allows for instant full text search and better control of access rights, both of which will make the board-internal work, in particular regarding cases, and collaboration with third parties much easier.

The DION SharePoint may be accessed [here \(DION board members only\)](#) and a start-up guide may be found [here \(DION board members only\)](#).

9.4 Survey: Onboarding experience

On the basis of multiple cases both during the current year and in previous years, a project was started, lead by Ray concerning the onboarding experiences of new employees (who are also DION members). The initial proposal was to create a university wide guide, based on the good examples found in a number of departments (in particular the civil and environmental engineering department). However after discussions with multiple HR representatives at the faculty and central administration level

together with NIRS it was determined that whilst this would be feasible for the present board period, such a document would very quickly become out of date.

Discussions with Fredrik Faugstadmo from central HR revealed however that the university is considering the implementation of two projects of direct relevance to the onboarding of new PhDs and temporary scientific staff at NTNU.

1. Onboarding leader support software. Piloted already at the MH and IV faculties, however as of November 2017, were still waiting for a project leader to take the project further to other faculties and implemented as standard practice. The idea is to prevent new employees from 'falling between the gaps' with regards to follow up from their nearest leaders (generally heads of department or groups). The system is a time-based checklist that reminds leaders of particular activities that should be completed within the first few months of beginning as a new employee at NTNU. These include meeting other colleagues, receiving the necessary IT support, access to restricted areas required for research/teaching etc.
2. A Service Centre for foreign employees (discussed but without confirmed financing as of October 2017).
Modelled on a basic provision provided by commercial expat support services (such as Expat Mid-Norway), the Service Centre would allow new foreign employees to have a go-to contact point for their queries concerning everything from visas and employee rights to accessing health services and completing tax returns. Presently NIRS provides support to approximately 300 incoming international researchers each year with regards to immigration, so it may become an extension of NIRS or an independent provision.

On the basis of this information, and discussions with the aforementioned HR groups and NIRS, it was decided to follow the approach used in DION projects from recent years (most recently PhD with kids in 2016/2017). This involved gathering information to demonstrate a need for increased attention for new DION members (and perhaps accelerate the process of getting one of the two aforementioned projects in action together with the provision of improved information via Innsida and similar electronic media). A survey was distributed in early April 2018 via the email list for all PhDs (in connection with the AGM promotion), in addition to Facebook. As of the 12th of April, 212 responses were received, a considerable reduction compared to the PhD with Kids survey from 2016 (most likely due to the lack of a survey-specific email to PhDs). Preliminary results will be presented at the AGM and finalized in May 2018 by Ray, Alex and Olena.

9.5 Logo redesign

Ray lead a small project for the redesign of the DION logo. This involved two main elements, the first being the removal of the logo from the DION statutes, to be voted on in the 2018 AGM. The second involved running a concept competition for the new logo. The competition was open for all to provide submissions to, and 46 responses were received. These were narrowed down to the top 10 submissions by the members of the DION board except for Ray (who was ineligible as a participant in

the competition). The top 10 submissions were then voted upon by DION members prior to the AGM and the winning suggestion will be announced at the 2018 AGM.

The professionalization of the logo before it is taken into use by the new board will occur early in the 2018-19 board term.

The following text was used to describe the logo competition on the DION website (<http://org.ntnu.no/dion/2018/02/dion-logo-concept-design-competition-guidelines/>) and was promoted through social media:

DION logo concept design – Competition guidelines

Overview

DION is the interest organisation for doctoral candidates, postdoctoral fellows and other temporary scientific employees at NTNU. The 2017-2018 board of DION (hereafter referred to as the DION board) has decided to modernise the logo of DION. The new logo may be used on the DION website, social media sites, business cards, letterhead, posters, gifts, or anywhere else DION chooses.

The logo competition is intended to be accessible for the greatest number of people as possible. Thus the competition is open for concept designs – including hand drawn sketches, such that digitisation skills are not a prerequisite to submit suggestions.

The winning design will receive 1500kr prize money.

Submission guidelines

1. The contest is open from the 14th of February 2018 until the 14th March 2018.
2. The competition is open to all, however DION board members are ineligible for the prize.
3. A maximum of 3 submissions per person is acceptable.
4. Each submission must be sent as a separate pdf or jpg attachment to Raymond.pritchard@ntnu.no with the format Surname_Firstname_1 in a single email.

Logo Design Guidelines

The existing logo's use of a warrior figure resembling Olav Tryggvason is considered by the DION Board to be of little relevance to the workings of DION. Furthermore, the existing logo was created at the inception of DION in 1996 and a graphical refresh is now desired for DION, especially now that NTNU is no longer physically constrained to Trondheim (Olav Tryggvason is widely considered to be Trondheim's founder).

The four letters of DION are a prerequisite in the new logo, either in lowercase or uppercase, and can be stylised in any way including substitution of letters with shapes (such as the "I" in the existing logo) or using characters from other alphabets. The logo will be used in the header of official documents, so a landscape or compact orientation is required (no vertical orientation).

Images of any form are permitted in combination with (or in addition to) the stylisation of the DION logo. The logo should not however, include the existing graphical logo of NTNU.

All submissions should be in black with a white background, but patterns (such as stippling and shading) are permitted. The logo design should ideally have a connection to DION or NTNU in some way, but is not a condition of submission.

Intellectual Property

Submissions become the sole property of DION, for use as they see fit.

Any future Board of DION shall have the right to adapt, edit, or otherwise use the winning submission in part or in its entirety.

Determination of Winner and Prize

Shortlisting to the top 5-10 submissions will be performed by the 2017-2018 DION board. Shortlisted submissions will have names removed and will be voted upon through the DION website/social media. After shortlisting, all DION members will be eligible to vote on the winning design. The winning design will be presented at the DION Annual General Meeting in April 2018.

The prize of 1500kr will be in the form of a Visa gift card or similar that can be used for any purchases in the same manner as a regular debit card.

10 Information channels and social media

DION's digital information channels are DION's own website, the DION's page in internal NTNU system (Innsida), Facebook and Twitter. In addition, we issue a monthly newsletter by email to temporary employees who have signed up for the newsletter (news@dion.ntnu.no) on our website or through an event/presentation. The mailing list has per 12.04.2018, 500 subscribers, compared to 169 in May 2017.

We changed the address of the DION's website to <http://org.ntnu.no/dion/>. The website features up-to-date information about DION's news and activities, and provides access to the documents, such as the statutes, newsletters, projects, minutes from the Board meetings etc. The website features the shortcuts to the DION's page in Facebook and is synchronized with DION's account in Twitter. In this way, after being published in DION's Twitter, all tweets are displayed automatically on the website. By this, the website provides about DION's activities.

The Innsida information channel has 246 subscribers. We share posts to other relevant Innsida channels, DION's page in Facebook and DION's Twitter. The most viewed post in Innsida is the one regarding the survey in starting experience at NTNU (79 views).

DION's Twitter account shares information about all relevant activities, initially posted in DION's Innsida channel.

DION's Facebook page has 1157 followers (comparing to 871 and 621 in May 2017 and 2016, correspondingly). We published around 90 posts during the board period, compared with 95 and 40 in 2016-2017 and 2015-2016 board periods, correspondingly. The posts included information about DION's events and activities, surveys, and other opportunities (such as grants, logo competition and board recruitment), as well as about relevant information and events from other organizations, mainly at NTNU. Information about the events and links were also published in other DION's social media channels to increase visibility and reach members, who are not using Facebook. On average, posts (and their shares) reached 400-700 people. The lowest reach was 200. The posts with highest responses were the announcement of the DION's grants and logo competitions (both reached 1600 people), the announcement of the survey on starting experience at NTNU (1500 reached), and the link to the Universitetsavisa article "Treårige doktorgrader får plikttoppgaver i tillegg" (1500 reached). First three post were boosted. DION paid around 450 NOK to boost different events and announcements. We had 20 chat conversations via Facebook with our members in response to their queries on a range of topics. DION changed its name on Facebook to "DION - PhD and Temporary Scientific Staff Interest Organization at NTNU" to reflect the change in the organization's name and statutes. DION page was linked as a co-host to the pages of the events supported with the DION's grants. All DION's events were shared and coordinated mainly through the page in Facebook, which helped to promote the page, and thus DION, in Facebook to the target audience.

11 Finance

The financial year of DION follows the calendar year, and not the board period. We therefore present a financial overview of 2017, and a partial budget for 2018.

11.1 Financial overview for 2017

Budget 2017			
Income	Budget 2017	Financial overview pr 31.12.2017	
Fundings from NTNU	kr 100 000,00	kr 100 000	
Expenses			
Happy Hour	kr 10 000,00	kr 2 666,00	
DION Grants	kr 16 000,00	kr 5 973,00	
AGM	kr 20 000,00	kr 24 900,00	
PhD Conference	kr 30 000,00	kr 10 000,00	
DION events	kr 10 000,00	kr 10 231,00	
Meeting expenses	kr 5 000,00	*	Meeting expenses are combined with DION events
Travels(meeting, conferences)	kr 5 000,00	kr 13 067,00	
Promotion materials	kr 10 000,00	kr 3 703,00	
Total	kr 106 000,00	kr 70 540,00	

11.2 Budget and current status 2018

Budget 2018		Financial overview pr 16.03.2018
Income	kr 2 018,00	
Fundings from NTNU	kr 100 000,00	kr 100 000,00
Expenses		
Happy Hour	kr 10 000,00	kr 2 200,00
DION Grants*	kr 10 000,00	kr 287,00
AGM	kr 40 000,00	kr -
DION events	kr 10 000,00	kr -
Meeting expenses	kr 5 000,00	kr 1 629,00
Travels(meeting, conferences)	kr 10 000,00	
Promotion materials	Kr 10 000,00	Kr 4 491,00
Total	Kr 95 000	Kr 8607,00

12 Open points for the next board

- Follow up the pilot scheme “getting back to work” grant (gjenoppstarts-stipend), for all PhD’s and Postdocs. Point of contact in previous board: Ingvild and Alex, closely monitor the open case.
- Collaborate with the HR department and head of human resources at NTNU to follow up on issues raised in the survey “phd’s with kids”, and improve working conditions for PhD candidates with kids. Point of contact in previous board: Alexander
- Work closely with the Central Research Committee (Forskningsutvalget), and ensure that PhD candidates, postdocs and other scientific employees are taken into discussions in matters regarding their rights and duties. Point of contact in previous board: Ingvild
- Continue the collaboration (breakfast meetings) with the Faculty representatives for temporary scientific employees. Work to realize a network for temporary employees at all faculties. Point of contact in previous board: Alexander and Ingvild
- Make a plan for the annual use of funds from pro-rector for research (NOK 100k for “Felles møteplasser for stipendiater og Postdoktorer”) for balanced, varied events. Consider to continue the support grants by application. Point of contact in previous board: Ankit
- Continue to put significant effort into the handling of inquiries from temporary employees. Point of contact in previous board: Ankit
- Collaborate with Akademiet for yngre forskere, to co-host Researchers night in Trondheim. Point of contact in previous board: Ingvild
- Continue co-hosting the annual summer party for international researchers with NIRS. Point of contact in previous board: Ingvild
- Continue to collaborate with NTNUI for active social events. Point of contact in previous board: Enrico and Ray
- DION co-hosted the biannual PhD conference “The added value of a PhD” with NTNU Alumni spring 2017. DION should follow up collaboration with NTNU Alumni for the upcoming conference spring 2019. Point of contact in previous board: Ingvild
- Consider to run the Project “Authorship and PhD supervision at NTNU” as described under 9.2. Point of contact in previous board: Alexander
- Ensure further usage of Sharepoint as described under 9.3. Point of contact in previous board: Alexander. The new board may consider the role of a dedicated Sharepoint person and also developing a more sophisticated data base for handling and retrieving case information. In any case, keep
 - maintaining an organized folder structure,
 - exporting entire email conversations of solved cases in pdf format to the cases folder
- Continue to consolidate DION in Gjøvik, and strengthen the collaboration with Trondheim. Point of contact in previous board: Edgar Lopez

- Strengthen DION's working group (or subchapter) in Gjøvik created during 2017/2018, and work towards the creation of DION events and social activities in Gjøvik. Point of contact in previous board: Edgar
- Work towards establishing collaboration with temporary scientific employees at NTNU, campus Ålesund. Arrange presentations of DION in Ålesund. Point of contact in previous board: Edgar and Ingvild
- Follow up inclusion of PhD candidate in The Research Ethical Committee and International Action Plan Committee. Point of contact in previous board: Maria and Ingvild
- Collaborate with Tekna on their supervision-course, planned to be in September 2018. Point of contact in previous board: Ingvild
- Collaborate with international office and NIRS to provide temporary housing solutions for international PhD candidates and postdocs on research stay at NTNU. Point of contact in previous board: Enrico
- Organize mailing list, currently host in Wufoo but due to GDPR regulations at NTNU the account will be erased and therefore the information: Point of contact in previous board: Edgar
- Redesign of website, social media channels and merchandise with the new logo to be selected at the AGM 2018. Initiator: Enrico
- Strengthening the collaboration with the Unions. In particular, a suggestion is to become part as DION of Forskerforbundet in order to be able to give legal coverage to critical cases via DION.
- Continue the collaboration and renovate the involvement in SiN (Stipendiateorganisation i Norge). Contact point in previous board: Enrico and Edgar

13 Appendix – DION Board Meeting dates

Date	Meeting
15.05.17	Board transition workshop (present and previous board)
19.06.17	Board Meeting
15.08.17	Board Meeting
26.09.17	Board Meeting
23.10.17	Board Meeting
28.11.17	Board Meeting
16.01.18	Board Meeting
12.02.18	Board Meeting
22.03.18	Board Meeting
10.04.18	Board Meeting
19.04.2018	Annual General Meeting

The minutes from the board meeting are available here:

<http://org.ntnu.no/dion/documents/meetings/>

14 Appendix – event invitations

The PhD Movie screened by DION@Gjøvik

The following was the advertisement text for the event:

We are happy to announce the very first DION social activity in Gjøvik intended for DION's members (PhD Students, Post-Docs or temporary scientific researchers) and guest are also allowed. This time we will be presenting "THE PhD MOVIE" 2011 (<http://www.imdb.com/title/tt2066040>) this Thursday 1st of June at 17.00 Room K113 at NTNU in Gjøvik campus. Entrance is free but limited to the capacity of the room so please come on time. We will be offering soft drinks and snacks.

Even if you can't attend this time, we encourage you to fill up the registration form, so you can receive information of the upcoming events.

Summer BBQ at NTNU@Gjøvik

The following was the advertisement text for the event:

Summer BBQ sponsored by DION. We will have the opportunity to enjoy a good place to hangout and enjoy the "norwegian summer" in Gjøvik. DION will provide food and soft drinks for the BBQ. You can also bring your own drinks if you want to. Make sure you are registered for DION activities (see the ticket link: <https://ime.wufoo.com/forms/ntnu-dion-registration-for-activities/>).

NIRS & DION Summer Party for International Researchers & family

The following was the advertisement text for the event:

Join us for a barbeque in the garden of NIRS. Bring what you want to put on the grill and a picnic blanket. We will provide hot grills, salad, dessert, coffee and tea. This is a great opportunity to meet up with friends, colleagues and family for an informal and social gathering.

The event is weather-dependent; this means that if we need to cancel because of bad weather we will find an alternative date. We will notify you by email.

We hope, as many of you will have the opportunity to join!

This is an alcohol-free event

Please register within 22 August by sending an email to Iuliana Hussein (iuliana.hussein@ntnu.no). Do not forget to mention if you are bringing family and children.

WELCOME!

NTNU International Researcher Support (NIRS) & DION The Interest Organization for Doctoral Candidates at NTNU

After Summer Break BBQ at NTNU@Gjøvik

The following was the advertisement text for the event:

Summer BBQ sponsored by DION in Gjøvik. We will have the opportunity to enjoy a good place to hangout and enjoy the last part of the "norwegian summer" in Gjøvik. DION will provide food and soft drinks for the BBQ. You can also bring your own drinks and food if you want to. Make sure you are registered for DION activities (see the ticket link: <https://ime.wufoo.com/forms/ntnu-dion-registration-for-activities/>).

Register to this event through facebook.

DION Hiking

The following was the advertisement text for the event:

DION is organising an easy hike for Ph.D., Post. Docs and friends! Join us for a walk from Gløshaugen University to the beautiful Estenstadytta first for a pancake and a coffee, and to Ladekaya after for some food and a beer!

We will leave from the Gløshaugen main building at 13.30 to walk towards Estenstadytta passing by burmaklippen (no, you don't need to pose like in the picture :)) We will get there around 15.30. We will have a nice break there with some food and drinks. Around 16.30 we will leave towards Ladekaya, final destination! Estimate arrival 18.30.

It is an easy hike, estimated walking time 3.30h in total.. Bring comfortable shoes and some money for the beer. DION will offer a pancake at Estenstadytta and/or at Ladekaya. We will then burn the left over energies and celebrate the survivors in Ladekaya. Bus n 3 and 4 will take you back to the city center!

ps. join us even just for a beer directly at Ladekaya!

pps. the event will be cancelled in case of bad weather.

DION on Trondheim PRIDE Parade

The following was the advertisement text for the event:

DION is joining Trondheim PRIDE in the PRIDE Parade, to celebrate diversity and inclusion!

The Parade starts at Krigsseilerplassen and ends up at Trondheim Torg, where there will be stands, speeches and music.

Meeting point: Krigsseilerplassen, bellow Royal Garden Hotel, 12pm. The Parade starts at 1pm.

More info and full program: <http://www.trondheimpride.no/>

Approximately 15 people joined DION in the PRIDE Parade.

DION Hike II

The following was the advertisement text for the event:

DION is organising another hike for Ph.D., Post. Docs and friends! Join us for a walk from Skansen to the beautiful ByMarka for a pancake and a coffee first, and then to Lille Skansen again for some food and an happy hour with an happy company!

We will leave from the Skansen at 13.30 to walk towards Bymarka where we will have a nice break there with some food and drinks.

Bus service will take who is feeling too tired to walk back to the town.

It is an easy hike, for an estimated walking time 4.00h in total. Bring comfortable shoes. DION will offer a pancake at Bymarka.

ps. join us even just for a beer directly at Lille Skansen!

pps. the event will be cancelled in case of bad weather.

Researchers' Night at CERN with DION

The following was the advertisement text for the event:

Some DION members recently visited CERN (the European Council for Nuclear Research or The Place Where The Large Hadron Collider Is) and got inspired :) Now we want to share our excitement with you and gather together to watch the online streaming of the Researchers' Night at CERN.

There will be two main virtual tours 45 min each, which you can't get even during the real visit to CERN:

1) ALICE, the experiment that studies quark-gluon plasma, a state of matter thought to have existed just after the Big Bang,

2) CERN Control Centre, the nerve centre from which all of CERN's accelerators are controlled.

During our visit there, we attended a guided tour and recorded their exciting presentation about the history of CERN (it was founded in 1952!) and some other small ones, so we can watch it together before the streaming.

DION will provide snacks and drinks. You can bring your friends/ family members with you. The event is free of charge and alcohol :)

Join us if you:

- want to find out something new about origin and nature of the Universe and how they study it at CERN, know everything about CERN, but have never been there, want to spend an evening in a nice company!

Help us to share this event!

Approximately 15 people attended the event.

Beginners orienteering in Bymarka

The following was the advertisement text for the event:

Autumn is here in all its golden glory, and DION has paired up with NTNUI Orienteering to learn the basics of orienteering and get hands-on with maps and compasses in Bymarka!

Although orienteering can be a competitive sport, we are going to take a relaxed and non-competitive approach starting with how to use a map and compass, led by our expert guides in NTNUI. In small groups we will then have 3 hours to roam the forest and find as many markers as possible. Those who would like to run or take a more competitive approach are welcome to do so too.

We will meet outside Skistua at 10:45. Those coming by bus can take bus 10 from Kongens gate at either 09:50 (with Ray) or 10:20 (with Enrico). Buns will be provided to the early birds who take the 09:50 bus ;) Take along snacks for the walk and some good (preferably waterproof) shoes.

DION will provide maps on the day and can lend compasses to those who do not have one themselves. We will all try to meet up at Skistua again at 14:00, where DION will offer waffles or similar baked goodies.

Bring your colleagues, family and friends, or just come along yourself for a fun day in Bymarka! Families with children are more than welcome to join in too since groups will move at their own pace.

PS: in the event of very poor weather, the event may be postponed or cancelled.

Approximately 30 people attended the event.

DION Shuffleboard and meet-up at Boxer

The following was the advertisement text for the event:

DION has organised an after-work meet up at Boxer on Wednesday 8th November for some shuffleboarding!

We invite all PhDs, post-docs, and temporary scientific employees to get together, meet new people, and enjoy something to eat and drink. DION will pay for the shuffleboard, so if you haven't tried this awesome miniature-curling activity this is your chance. Bring your colleagues and friends or join a team on the day! There may even be little prizes...

Approximately 20 people attended the event.

DION-Gjøvik: PhD students & Post-docs after work with Pizza

The following was the advertisement text for the event:

DION - PhD Students, Post-docs and temporary scientific research to an AFTER-WORK with Pizza buffet (all you can eat) at Egon. This event is free for members of DION with registration (<https://ime.wufoo.com/forms/wkqayrf10yezsc/>), guest or not registered members are allowed but need to pay themselves their buffet (110kr).

NOTE: We have a limited amount of places (20) so first in first served. Registration is required (DEADLINE Saturday 2nd Dec or until all places are filled). Drinks are not included.

DION-Gjøvik: PhD students & Post-docs after work with Pizza

The following was the advertisement text for the event:

DION-Gjøvik: - PhD Students, Post-docs and temporary scientific research to an AFTER-WORK with Pizza buffet (all you can eat) at Egon. This event is free for members of DION with registration

<https://ime.wufoo.com/forms/dion-phd-students-postdocs-after-work/>, guest or not registered members are allowed but need to pay themselves their buffet (110kr).

NOTE: We have a limited amount of places (20) so first in first served. Registration is required (DEADLINE Saturday 2nd Dec or until all places are filled). Drinks are not included.

Cross country skiing with DION (Trondheim)

The following was the advertisement text for the event:

In case you hadn't noticed, winter has arrived, so DION is organising a cross country skiing event in Trondheim on Sunday 28th January.

Postadresse:	DION Høgskoleringen 5 N - 7491 Trondheim	E-mail:	post@dion.ntnu.no
		Internett:	http://www.dion.ntnu.no/

We have spent quite a few weekends in and around Skistua during the autumn, so this time we are mixing it up and will be at Granåsen, near the ski jump arena.

Time: 10:30 Sunday 28.01.18

Place: Granåsen ski arena (meet near the bottom of the main ski jump)

How to get there: bus 19 from Samfundet leaves at 10:04, or if you want a warm up, you can ski there from other spots in Bymarka.

Bring with you: cross-country skiing gear (ask a colleague for advice if you don't have any*), warm clothes to change into, snacks, something to hydrate yourself with.

Our event is beginner friendly, but for this to work, we hope that we can pool some DION skiing instruction knowledge. So, we would especially like to invite those who are highly competent at cross-country skiing to come along and help teach the basics of skiing to our less experienced friends and colleagues. Instructors will in return be offered FREE WAFFLES and much gratitude (please post in the comments below if you are able to help us out)!

We will split into small groups for this exercise based on level of experience. After perhaps an hour or so of instruction and practice (depending on what the instructor themselves wants to offer), everyone will be free to head off on the trails at their own pace.

At the end of the day, we will all try to meet up at Granåsen Sparebank 1 hytta again at 13:30, where DION will offer waffles to our skiing instructors and coffee/tea for everyone else. Beginners: you will be offered a compensatory kvikk lunsj if you face-plant down your first hill (and it is captured on camera :D).

*PS: Alternative ideas if you don't own skis are to rent them freely via NTNU! Bumerang

(<http://www.ntnuibumerang.no/eng.html>) or the Strinda Frivilligsentral

(<http://strinda.frivilligsentral.no/utlaanssentralen/>)

PPS: in the event of very poor weather, the event may be postponed or cancelled

Approximately 25 people attended the event.

Cross Country skiing with DION 2, The Revenge.

The following was the advertisement text for the event:

DION is organizing a cross country skiing event in Trondheim, AGAIN!

Granåsen has been a great host, allowing people with very different skills to have plenty of fun. So the plan this time is to explore the area even further!

Time: 10:30 Sunday 11.02.18

Place: Granåsen ski arena (meet near the bottom of the main ski jump)

How to get there: bus 19 from Samfundet leaves at 10:04, or if you want a warm up, you can ski there from other spots in Bymarka.

Bring with you: cross-country skiing gear (ask a colleague for advice if you don't have any*), warm clothes to change into, snacks, something to hydrate yourself with.

Our event is beginner friendly, we will have people following the beginner group such to help them improve the basic skills .

A second and third group will be for more experienced skiers and will cover 10 to 20km (loops will be decided on the day depending on the group composition).

FREE warm WAFFLES will be provided at the cabin at Granåsen Sparebank 1 hytta at 13:30.

**Beginners: you will be offered a compensatory kvikk lunsj if you face-plant down your first hill

*PS: Alternative ideas if you don't own skis are to rent them freely via NTNU! Bumerang

(<http://www.ntnuibumerang.no/eng.html>) or the Strinda Frivilligsentral - Thursdays only

(<http://strinda.frivilligsentral.no/utlaanssentralen/>)

PPS: in the event of very very poor weather, the event may be postponed or cancelled.

Approximately 12 people attended the event.

DION@Gjøvik: Working group subchapter Gjøvik

The following was the advertisement text for the event:

DION@Gjøvik: Working group subchapter Gjøvik.

Meeting for people interested in actively participating in DION as a working group in Gjøvik or as a Candidate for the coming elections.

Register here: <https://ime.wufoo.com/forms/p12z72ms1qjk1ic/>

Bouldering for beginners with DION Trondheim

The following was the advertisement text for the event:

DION is organising a (free entrance) bouldering event targeted for beginners / those with very modest experience in bouldering!

DION's vice president is participating in NTNU's reference group for the International Action Plan 2014-2017. The reference group will give input to the Action Plan through participation and discussion on 3-4 meetings, as well as reading and commenting of drafts of the Plan during Spring 2018.

The number of available (free entry) places is restricted to 24. To get a place, please fill out the registration form:

https://docs.google.com/forms/d/e/1FAIpQLSeUpoj7ug9DHM4twVTDp865FX5H8UODEOL8P4ebI_YFAV9ufQ/vi_ewform?usp=sf_link.

Please, register Only if you have never tried bouldering / tried a few times!!

First 24 persons will get a place, and the list will be published in the discussion board of this event.

If you are too late, please don't despair. We will surely have many exciting events soon! :)

Clothing: comfortable (stretchy), but possibly not too loose.

If you're experienced in bouldering and ready to be an instructor for the event, please contact us. We need 1 more instructor, who will get a free burger after the event :) First come, first serve!

DION@Gjøvik After work monthly meeting with Hamburgers!

Guest or not registered members are allowed, but need to pay themselves for their food and drinks.

We have a limited amount of places so first come - first served. Registration is required (DEADLINE Sunday 4/3/2018 or until all places are full).

Drinks are not included.

Upon your registration with the engagement team, you will be equipped with one hamburger and fries of your choice from our selection on menu of Fahlstrøm, in order to conduct operations.

DION on ice! Try tour skating (turskøyting) on Theisendammen

The following was the advertisement text for the event:

Interested in trying nordic or tour skating? DION has got in touch with Blyberget Frileik in Trondheim who has kindly provided us with some touring skates (turskøyter) to rent.

This gives us an excellent opportunity to try skating the Nordic way (or Dutch some may say). All you need to do is to bring some cross country skiing boots! Alternatively if you have your own ice skates, bring them!

Time: 16:30 Thursday 8th March

Place: Theisendammen in Bymarka, access via Byåsen Butikksenter

How to get there: bus 18 or 8 to Byåsen Butikksenter.

Bring with you: Cross country ski shoes* (NNN BC binding or NNN binding) or skates, lots of warm clothes including wool socks, warm gloves, something to hydrate yourself with (preferably warm).

Optional: Ski poles and if you have never tried skating a helmet and knee pads may also be a good idea.

Around 18.30 or whenever we get cold we will head to Rosenborg Bakeri in Byåsen butikksenter to have something warm and maybe a waffle.

Here's some inspiration if you aren't sufficiently excited! <https://video.nationalgeographic.com/video/short-film-showcase/see-why-backcountry-ice-skating-is-the-ultimate-winter-adventure>

*There are in total 6 pairs of NNN and 4 BC pairs of tour skates – so please bring BC shoes if you have them (so that those who have only NNN don't have to wait too long). The skates look something like this:

https://xxl.no/lundhags-t-skate-nnn-bc-turskoyte/p/1132344_1_style

14 people attended the event.

DION@Trondheim meets the NTNU Post-doc pilot participants

The following was the advertisement text for the event:

DION@Trondheim meets the NTNU Post-doc pilot participants.

The post-doctoral pilot program is an initiative from NTNU to support career development of their post-docs. DION board post-doc Edgar Lopez is also a participant in the project. DION would like to have this opportunity to support a social gathering of the post-doc pilot participants and the rest of the DION members and discuss the benefits of this program. Entrance is free and snacks will be offered. No registration need it, just drop by. PhD students and Post-docs are welcome to join.

The event was held at Kieglekroa.