



The Interest Organization for  
Doctoral Candidates at NTNU

# 2018/2019 DION Annual Report

*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 April 19<sup>th</sup> at Dokkhuset. This report covers the board period since the previous AGM. DION has had ten board meetings as well as one board transition workshop and one president and vice-president transition workshop.

DION has continued to put significant efforts into responding to inquiries from temporary scientific employees seeking advice and support as well as inquiries and requests from others. DION received 46 inquiries during the board period 2018/2019. Most inquiries were related to topics such as disseminating information, invitation for collaboration, employee contract and salary, mental health, supervision and improvements for PhD candidates.

As previous boards, DION has continued the work on making the organization more visible to temporary scientific employees as well as administrative bodies at NTNU. DION has for example held 19 presentations across several faculties and participated in several committees, seminars and conferences arranged by NTNU and other collaborators. DION has also had a continuous dialogue with the NTNU board representative for temporary scientific employees.

DION has throughout the year invested time and resources to gain increased visibility through social media channels (Facebook page and group plus Twitter) and other channels (Innsida, webpage, newsletter every second month, mail etc.). These channels have been actively used to inform about DION board meetings, to promote events initiated by DION and to share relevant activities and information. The number of people who have seen and liked our posts as well as those who have attended events has therefore increased.

The annual funding provided by the pro-rector has led to 22 events during this board period. Most of them located in Trondheim and some in Gjøvik. In both Trondheim and Gjøvik, DION organized monthly Happy Hours. Moreover, DION Trondheim participated in the PRIDE parade together with NTNU Lgbtq+ and organized a family-friendly Sunday hike, a swing dance evening, a board game evening as well as cross-country skiing, ice skating, mini golf and yoga. In Gjøvik, the events were mostly board game evenings but also movie night and lazer tag. One particularly successful event with focus on mental health was held in Trondheim and live streamed to Gjøvik.

Furthermore, DION has continued close collaboration with NTNU Gjøvik through one board member. This board period, DION has also reached out to NTNU Ålesund where contact is now established with both the administration and the temporary scientific employees themselves with hope of closer collaboration in the future.

Revision of the PhD regulations was an important topic at NTNU during this board term and DION was invited to provide input in the revision process. DION was also invited to give feedback regarding the EU Charter and Code. DION has followed these projects closely with the interests of PhDs and postdocs in mind.

On behalf of the 2018/2019 DION board,



President DION

Trondheim 15.04.19

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## 2 Board Composition

During the board period 2018/2019, the DION board had the following members:

Position	Name	Faculty-Department
President	Nina Helen Aas Røkkum	SU-ISA
Vice-President	Thea Marie Valler	HF-KULT
Board member	Elena Catto Lucchino	AD-IAT
Board member	Lisa Tietze	NV-IBT
Board member	Besmir Tola	IE-IIK
Board member	Olena Meleshko	NV-INH
Board member	Chris Carr	IE-IIK
Board member	Davit Gigilashvili	IE-IDI

DION has had administrative support from consultants Kine Sørli, Kristian Hovd Sjøli and Nina Westerlund Støen. DION would like to thank all three for valuable assistance and support during 2018/2019.

### 3 Activity Highlights 2018/2019

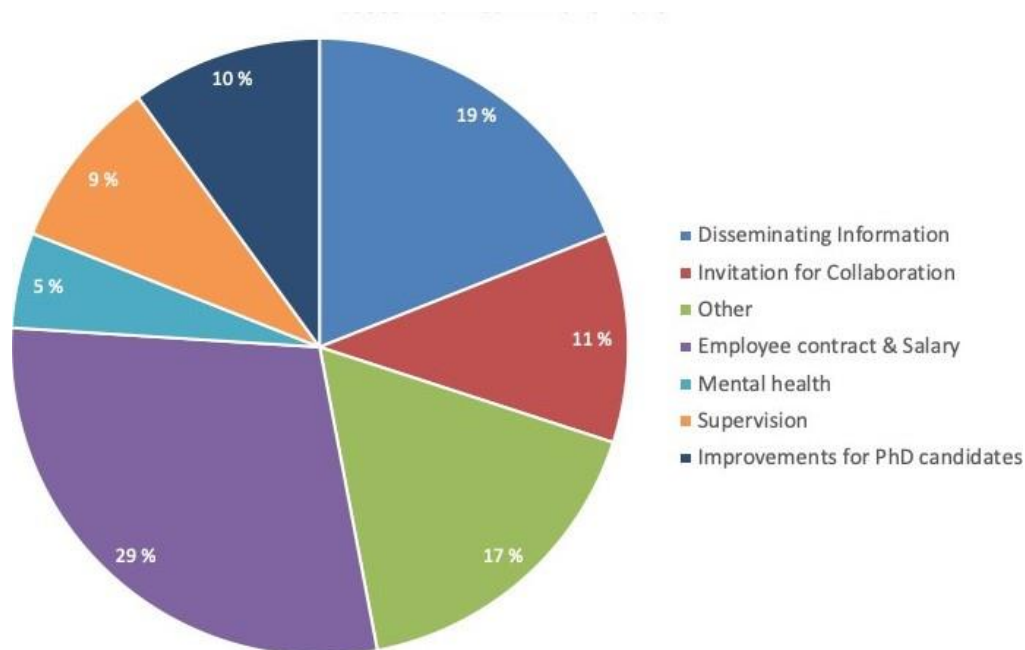
DION has maintained high activity throughout the board period. The activity highlights are outlined below.

- Responded to and followed up 46 inquiries from temporary scientific employees in need of assistance across NTNU plus invitations by collaborators.
- Hosted 22 events in total.
  - Established a monthly Happy Hour in both Trondheim and Gjøvik on which temporary scientific employees could come together and socialize. Shuffle board was sponsored by DION.
  - DION would also like to highlight *Temporary Scientific Employees, Work and Mental Health* as the most successful event of scientific nature. This event took place in Trondheim and was live streamed to Gjøvik.
- Invited applications and provided six support grants for social and scientific activities initiated by temporary scientific employees at NTNU.
- Actively used Facebook (<https://www.facebook.com/DION.NTNU>) and other (social media) channels to gain increased visibility and reach more temporary scientific employees.
  - Established DION Forum on Facebook as a low threshold group to get in touch with other temporary scientific employees.
  - Introduced a media strategy called “Did you know...” which involves posting relevant information about issues such as worker’s rights, sick leave, supervision and so on.
- Gave 19 presentations on several faculties to make DION more visible and to reach more temporary scientific employees.
- Participated in several committees, seminars and conferences arranged by NTNU such as University Research Committee meetings in which DION has contributed to the revision of the PhD regulations and GAP analysis for EU Charter and Code. Other examples include the NTNU leader seminar, workshops discussing internationalization among young researchers and HR for researchers, the seminar *Midlertidig ansatt? Rettigheter, råd og muligheter* by Forskerforbundet, the conference *Den norske strukturreformen* etc.
- Actively collaborated with the NTNU board representative for temporary scientific employees. DION President Nina Helen Aas Røkkum was also part of the election committee for the NTNU Board elections in spring 2019.
- Continued the collaboration with SiN (Stipendiatorganisasjonene i Norge) and participated at the SiN Annual General Meeting in May 2018 combined with the workshop *Roles and duties of University organizations for doctoral and post-doctoral candidates at Norwegian colleges and universities* 24<sup>th</sup> – 25<sup>th</sup> May at OsloMet University.
- Continued the representation on NTNU Gjøvik with one board member.
- Reached out to NTNU Ålesund and established contact with both the administration and the temporary scientific employees themselves with hope of closer collaboration in the future.

## 4 Email Inquiries

DION has received 46 inquiries from temporary scientific employees at NTNU including other requests during the board period 2018/2019. The significant increase from 24 in the previous board period might indicate that DION is one step closer to achieving the goal regarding increased visibility.

The topics of the questions fell mainly into seven broad categories: Disseminating information, invitation for collaboration, employee contract and salary, mental health, supervision, improvement for PhD candidates and other. The share of the cases in different categories are shown in Figure 1. Questions about the employment contract take the biggest share and the other categories are distributed as follows:



*Figure 1: Pie-chart showing distribution of cases that DION responded to and followed up in the board period 2018/2019.*

As shown, the cases fell mainly into seven broad categories: Disseminating information (blue), invitation for collaboration (red), employee contract and salary (purple), mental health (light blue), supervision (orange), improvement for PhD candidates (dark blue) and other (green). Questions regarding employee contract and salary take the main share with 29%.

## 5 DION Events

This board period, DION hosted 22 events:

Date	Event
27.06.18	End of the Semester Event: Board Games & Pizza for DION Members by DION@Gjøvik
15.09.18	Walk with DION and NTNU Lgbtq+ in Pride!
11.10.18	Happy Hour with DION
16.10.18	Temporary Scientific Employees, Work and Mental Health plus live stream to NTNU@Gjøvik
21.10.18	Family-friendly Sunday Hike with DION
24.11.18	Yoga with DION!
26.11.18	Happy Hour with DION
05.12.18	Board Games with DION at NTNU@Gjøvik
06.12.18	Minigolf with DION!
27.01.19	DION on ice
28.01.19	Happy Hour with DION
11.02.19	Happy Hour at NTNU@Gjøvik
15.02.19	Swing Dance Evening
21.02.19	Happy Hour with DION
23.02.19	Ski day with DION
13.03.19	Happy Hour with DION
15.03.19	Movie Night at NTNU@Gjøvik
22.03.19	Happy Hour at NTNU@Gjøvik
28.03.19	Boardgame Evening with DION
07.04.19	Laser Tag in Gjøvik
11.04.19	Happy Hour with DION
25.04.19	Annual General Meeting

The number of attendants at the events varied between 5 and 40. The events were made possible by the yearly allocation of funds for events approved in January 2018 by the NTNU pro-rector for research as well as through partner organizations. Invitations to each event can be found in appendix.



## 6 DION Grants

Two rounds of grant applications were completed.

The first round of DION grants during fall 2018 resulted in five applications from which three grants of 2500 NOK each were approved.

1. **"Randomized Coffee Trials (RCTs)"**, Lucy Chamberlin, Department of Design
2. **"PhD and Postdoc Choir"**, Lucy Chamberlin, Department of Design
3. **"Smart City Day"**, Amir Sinaeepourfard, Department of Computer Science

The events have already taken place by 1<sup>st</sup> April 2019.

In the second round during spring 2019, DION received 11 applications from which four grants of 2500 NOK each were approved.

1. **"OK Computer: Being a researcher in the digital era"**, Dimitra Christidou, Department of Computer Science
2. **"HOW TO PITCH YOUR RESEARCH 'STORY' TO A NON-ACADEMIC AUDIENCE"**, Department of Sociology and Political Science
3. **"Laser tag in Gjøvik"**, Fereshteh Mirjalili, Department of Computer Science
4. **"Stoic Principles for a Healthy Academic Life"**, Logan Reed Vallandingham, Department of Industrial Economics and Technology Management

As of 12<sup>th</sup> April 2019, the laser tag event has already taken place. Other events are due later in spring 2019.

## 7 Representation and Engagement at NTNU

### 7.1 Presentations at Faculties

DION held 19 presentations at information days for new PhD candidates and on other occasions at several faculties across NTNU.

Date	Faculty	DION board member
04.05.18	HF	Olena
20.08.18	NV	Lisa
13.09.18	OK	Thea
19.09.18	IKP-PhD Forum	Besmir
24.09.18	IV	Lisa
27.09.18	IE	Besmir
27.09.18	HF	Thea
05.10.18	MH	Nina
18.10.18	SU	Nina
16.11.18	OK	Chris
13.02.19	NV	Olena
15.02.19	NTNU Ålesund	Chris
18.02.19	IV	Lisa
20.02.19	AD	Elena
26.02.19	IE TEKNA	Elena
26.02.19	NV TEKNA	Nina
26.02.19	IV + MH TEKNA	Nina
27.02.19	IE	Besmir
01.03.19	NV	Olena

### 7.2 University Research Committee

DION has observer status in meetings organized by the University Research Committee and is invited to join meetings when special cases related to temporary scientific employees are brought up. This board period the DION president Nina Helen Aas Røkkum attended five meetings with the University Research Committee and the vice-president Thea Marie Valler attended one. DION was invited to meetings that brought up the following topics:

Date	Topics
14.05.18	PhD education including joint degrees and cotutelle agreements, administrative support for the PhD education, progress reporting, status on revision of PhD regulations at NTNU
18.06.18	New regulations for PhD education at NTNU
17.09.18	New regulations for PhD education at NTNU, training in research ethics for PhD candidates, PhD education quality report, policy for the development of PhD program portfolio

05.11.18	Postdocs at NTNU including presentation of postdoc program at UiO and application to Scientia Fellows, midterm evaluation on The Postdoc Action
15.02.19	PhD education quality report as well as courses and seminar on internationalization for PhD candidates and postdocs
25.04.19	Development of PhD education at NTNU and revision of guidance for evaluation committees for PhD candidates

### 7.3 GAP Analysis for EU Charter and Code

DION contributed with input to the GAP analysis for European Union Charter for Researchers and Code of Conduct for Recruitment of researchers which NTNU has followed since 2009. The EU Charter are guidelines by the European Commission that describe the best practice for recruitment of researchers and their working conditions.

NTNU is a university of a non-EU country and does not have to implement these practices (as opposed to universities situated within the EU). Upon implementation, a university can be awarded the HR Award of excellence in research. The HR Award enables universities to apply for EU funding such as the horizon 2020 projects.

In 2009, an administrative working group at NTNU conducted a detailed GAP analysis on national legislation and regulations, NTNU practises and improvement areas. The analysis was part of the documentation for the external review in 2014. The analysis showed that NTNU was following many of the EU guidelines, but also had topics to improve on. In 2018 the GAP analysis on NTNU regulations and practises was updated by an administrative working group, whilst the strengths and weaknesses of NTNU practises was identified in dialogue with a representative group of researchers appointed by the Faculties. In addition to the faculty representatives, DION was asked to contribute. The contribution was focused on the part of employees that DION represents.

The analysis focuses on the degree of implementation of the principles of Charter and Code at NTNU and covered topics of a wide variety. The charter code and conduct cover different subtopics under the main topics of: The researcher's ethical and professional responsibility, recruitment, working conditions, research training and development.

DION met with Kristin Wergeland Brekke from the NTNU board staff and had a proactive discussion with about the charters' topics. During the meeting it became clear that DION was able to add new viewpoints on the different subjects that have not been discussed before in the meetings with the faculty representatives. We hope that as a result some future adjustments can be made in the interest of the group that DION represents.

#### 7.4 Outreach to NTNU Ålesund

Efforts have been made towards including NTNU Ålesund as part of DION. The overall aim is to include and represent all parts of NTNU. DION has established contact with both the administration and the temporary scientific employees themselves with hope of closer collaboration in the future. This has been via email, a face-to-face meeting with interested temporary scientific employees and has culminated in at least one Ålesund employee putting their name forward for the DION board in 2019.

#### 7.5 NTNU Matriculation 2018

DION president Nina Helen Aas Røkkum participated in the NTNU matriculation of autumn 2018.

#### 7.6 NTNU Leader Seminar 2019

DION president Nina Helen Aas Røkkum participated in the NTNU leader seminar at Oppdal 17<sup>th</sup> – 18<sup>th</sup> January 2019. The overall seminar topic was internationalization. Universitetsavisa has published a couple of articles based on the leader seminar. You can find them by following these links: [NTNU - et internasjonalt universitet](#) and [Gå for de lavthengende fruktene](#).

## 8 Representation and Engagement outside NTNU

### 8.1 Interview Klassekampen

DION president Nina Helen Aas Røkkum was contacted by Klassekampen and asked to comment on a case which was a topic on the NTNU board meeting in June 2018 and that is still as relevant today: Researchers with external funding. The request resulted in the following article published 23<sup>rd</sup> June 2018. Read the article by following this link: [Tar grep for fast jobb](#).

### 8.2 Interview Universitetsavisa

DION was contacted by NTNU local newspaper Universitetsavisa regarding strategic research funding and implications for recruitment of new PhD candidates and postdocs. DION board member Chris Carr gave an interview on this topic in February 2019.

### 8.3 Stipendiatororganisasjonene i Norge (SiN)

Two DION delegates (Besmir Tola and Davit Gigilashvili) attended the SiN (Stipendiatororganisasjonene i Norge) Annual General Meeting (AGM) combined with the workshop *Roles and duties of University organizations for doctoral and post-doctoral candidates at Norwegian colleges and universities* 24<sup>th</sup> – 25<sup>th</sup> May 2018 at OsloMet University.

At the AGM a new SiN board was elected, and also University of Bergen was admitted to SiN by unanimous decision. Besmir Tola was elected to the SiN board as a DION representative and has been actively involved in activities regarding SiN objectives and plans for the 2018 – 2019 board period.

### 8.4 The postdoc dilemma – when to stay and when to leave academia?

On 23<sup>rd</sup> May The Young Academy of Norway launched its new report *Young researchers in Norway: Career paths and ambitions*. The launch was followed by the debate *The postdoc dilemma – when to stay and when to leave academia?* The event took place at Samfundet in Trondheim.



Katrien De Moor from the Young Academy of Norway presented several key findings followed by a panel discussion addressing different topics and challenges related to the postdoc career path. How

can you best navigate in and out of academia? How are you to balance between expectations inside and outside academia and for how long? When is it time to let go? There were also discussions about the role of research institutions and how they can optimally support postdoctoral researchers.

The panel consisted of Katrien De Moor, postdoc and member of The Young Academy of Norway, Pål Romundstad, the vice-dean for research at the Medical Faculty at NTNU and member of The Postdoc Action, Anne Kjersti Fahlvik, the executive director of the business and technology division in the Research Council of Norway, Edgar Lopez, postdoc and participant in The Postdoc Action, board member of SiN and coordinator of the mobility working group in Eurodoc and Jon Iddeng, special adviser in Forskerforbundet.

The panel discussion was moderated by DION president Nina Helen Aas Røkkum who was also at that time the NTNU board representative for temporary scientific employees.

You can read The Young Academy of Norway report by following this link [Unge forskere i Norge. Karriereveier og ambisjoner](#) and an English summary you can find on this link [Young Researchers in Norway. Career Paths and Ambitions](#).

Moreover, DION has later on collaborated with Ingeborg P. Helland from the Young Academy of Researchers for the event *Temporary Scientific Employees, Work and Mental Health* hosted by DION. DION strongly encourages to continue the collaboration with The Young Academy of Norway.

## 9 Collaboration

### 9.1 Collaboration with NTNU Board Representative for Temporary Scientific Employees

DION has worked closely with the NTNU board representative for temporary scientific employees who has been invited to several DION board meetings. DION has also had a continuous dialogue with her.

### 9.2 PRIDE Collaboration with NTNU Lgbtq+

DION participated in the PRIDE parade 15<sup>th</sup> September 2018 and walked together with NTNU Lgbtq+. About 20 people joined us, including NTNU rector Gunnar Bovim. We recommend that DION continues the collaboration with NTNU Lgbtq+ for PRIDE as many will be affiliated with both organizations.



### 9.3 Temporary Employment at NTNU – tips and tricks of the trade

During the board period, DION has established contact with all labor unions at NTNU to work closer together. 26<sup>th</sup> February Tekna NTNU and DION invited all PhD candidates, postdocs and others with a temporary employment at four different faculties to a free seminar addressing tips and tricks of being employed at NTNU. How does working at NTNU differ from working other places in Norway and what rights do employees have? How to be temporary employed? Does it differ from other employment?

A representative from Tekna informed about the employment policies and agreements that refer to temporary scientific employees, and what to expect during the time at NTNU. Both Tekna NTNU and DION held presentations on what can be done to help temporary scientific employees.

### 9.4 Possible Collaboration with Université Polytechnique Hauts-de-France

DION has been contacted by the International Relations Office of the Université Polytechnique Hauts-de-France (UPHF) located in Valenciennes, France for a possible collaboration in terms of assistance and support to establish a PhD interest organisation at this University. A meeting between Jonathan Brindle, International Relations officer of UPFH, and Besmir Tola set up the basis for a future collaboration with the eventuality of even applying for European funding from the ERASMUS+ action plans. This may potentially represent an excellent opportunity for DION to extend its visibility and obtain external funding.



## 10 DION Projects

### 10.1 Temporary Scientific Employees, Work and Mental Health

Mental health is unfortunately an important subject for temporary scientific employees in academia, and PhD candidates are especially overrepresented in mental health complaints. This board period DION has focused on mental health among temporary scientific employees. Although there are several preventative measures you can do yourself, the universities are responsible for creating a good work environment and still have a way to go.

16<sup>th</sup> October 2018 DION invited all temporary scientific employees at NTNU to an event focused on mental health. The Occupational Health Services at NTNU as well as The Young Academy of Norway talked about the challenges one might face as a temporary scientific employee and who can lend a helping hand. DION presented some findings from the survey Onboarding Experience at NTNU, e.g. how long does it take for new temporary employees to settle in, where do they get the most support from and what kind of guidance are offered to new temporary scientific employees. This was followed by a panel discussion and questions from the audience.



The panel agreed that there was a clear connection between a highly demanding work situation, lack of predictability and mental health issues. Ingeborg P. Helland from The Young Academy of Norway pointed out that although there will always be some level of temporary employment in academia, we need to focus more on how this group is treated in the workplace. Many feels that they are treated differently based on their employment status, being left out of decision processes, projects and information loops. A survey conducted by the academy showed that only about half of researchers would recommend an academic career to others which should be alarming for the universities.

Jo-Kristian Stræte Røttereng from Trondheim municipality was also in the panel. He pointed out that conflicting expectations can be a burden in academia, and that a good integration into the work environment for new employees is often lacking in some institutions.

Eli Rognes Klepp from the HSE section at NTNU gave some advice on how to prevent depression and stress symptoms, such as getting enough sleep, exercise, social contact and a good work-life balance. She suggested that one should try to actively integrate into the work environment, and that this is a good way of improving it. She pointed out that it is not the number of hours you spend at work that



counts, but rather the quality of these hours. Getting enough rest and sleep is the key to the quality of your work! One way to take some time off is to join the social events hosted by DION or NTNU International Researcher Support (NIRS).

## 10.2 Onboarding Experience at NTNU

Based on multiple inquiries sent to the DION board during recent years, a project was started in 2017 concerning the onboarding experiences of new temporary scientific (who all are DION members). The survey was distributed via DION (social media) channels in April 2017 to reach out former and current temporary scientific employees at NTNU.

The survey got 212 responses, and most of the respondents started at NTNU with a position of PhD candidate (60%), student assistant (14%) or postdoc (13%). The most respondents (46%) have Norwegian citizenship or permanent resident permit, 26% are EU/EEA citizens, 24% are non-EU/EEA citizens and 4% are Scandinavian citizens. The survey covered the following faculties:

- Architecture and Design (AD)
- Faculty of Humanities (HF)
- Faculty of Information Technology and Electrical Engineering (IE)
- Faculty of Engineering (IV)
- Faculty of Medicine and Health Sciences (MH)
- Faculty of Natural Sciences (NV)
- Faculty of Social and Educational Sciences (SU)
- Faculty of Economics and Management (OK)
- NTNU University Museum (VM)

According to the survey results, time spent to settle in ranged from 1 to 260 weeks, with 10 weeks on average. Some faculties have a high percentage (above 70%) of employees who affirmed to be completely settled in after only 6 weeks. Some of these faculties (HF, OK) are also among the ones in which a high percentage of the participants declared to have received some form of guidance before or shortly after start working at NTNU. On the other hand, for those faculty where very little guidance is received (like AD) in more than 60% of the cases, the time exceed 12 weeks and among these, more than half needed more than 6 months to completely settle in.

The results show that Norwegian citizens are the fastest to settle in, followed by non-EU/EEA citizens. Non-EU/EEA citizens, even considering the visa issues, spend less time to settle in than the EU/EEA citizens. There is a high percentage of cases in which the time needed to completely finalize the settling in exceeds the 24 weeks, regardless of the citizenship.

Generally, temporary scientific employees with different citizenship have positive feedback on their startup experience: 48-63% found starting at NTNU straightforward or good and 20-30% respondents experienced minor issues without major delays. However, there are several important issues to address:

- 1) About 70% of the respondents were not involved in the mentor program. Only 27% of the respondents had formal or unofficial mentor assigned.
- 2) Only a few faculties provide an official written start-up guide. Thus, 36% of the total participants received a written guide before or after they started at NTNU, 15% received help from the administrative staff, 17% received some help from their colleagues, 8% received help from both administrative and non-administrative staff, and 23% did not received any kind of help. The

analysis also shows that new temporary scientific employees spend less time on settling in when starting at NTNU if they receive a written guide comparing to receiving other types of help. In contrast to receiving no guidance, receiving written guide around the time when new temporary scientific employees start the job decreases time they spend to settle in by 1 month, namely from 11 to 7 weeks, correspondingly. Based on this, DION suggests that NTNU should implement providing written guides about starting up to all new employees shortly after they accept the job offer.

- 3) According to the analysis, 55% of respondents could have saved 20-50% of their working time if they had received proper instructions at a time when they were starting at NTNU. Considering that the average time to settle in was 10 weeks, employees spend at least 2-5 weeks of paid work inefficiently.

These findings suggest that the current practice of settling in at NTNU needs to be significantly improved. Detailed report on the results of the survey will be presented on the Annual General Meeting 25<sup>th</sup> April.

### 10.3 DION Funding

An initiative has begun to increase the funding available for DION. This is a very important issue for DION at present. At the moment, a draft letter is penned that will be sent to the pro-rector requesting more funding for the DION organisation. The current level of funding is far below a level that would be required to make significant impact to the members being represented.

### 10.4 DION Banner

To increase the visibility of DION in Gjøvik, a DION banner was designed and ordered through NTNU Grafisk Senter. The DION board recognizes the possibility of similar banners in Trondheim and Ålesund. The banner is already delivered and permanently set up at the Ametyst building on NTNU Gjøvik.



## 11 Information Channels and Social Media

The digital information channels are the DION website, the DION NTNU page on Innsida (the NTNU intranet), Facebook and Twitter. The information text about DION and the logo which can be found on the different media channels has been updated and is more uniform than before. The following statistics summarizes number of subscribers for each of the channels:

- Total number of views of the DION website was 5991 and 4415 in May-March 2018-2019 and 2017-2018, respectively;
- DION on Innsida has 330 subscribers compared to 246 in April 2018;
- The Twitter account has 170 followers;
- The Facebook page has 1379 followers compared to 1157 and 871 in April 2018 and 2017, correspondingly.

In addition, we issue a newsletter by email to temporary scientific employees who have signed up for it ([news@dion.ntnu.no](mailto:news@dion.ntnu.no)) on our website or through an event or presentation. The mailing list has per 12.04.2019 approximately 500 subscribers.

DION website features up-to-date information about news and activities, and provides access to documents, such as the statutes, newsletters, projects, minutes from the Board meetings etc. The website also features the shortcuts to the DION page on Facebook and is synchronized with DION Twitter account. In this way, after being published on Twitter, all tweets are displayed automatically on the website. On average, the website has 20 views per day with the home page being the most viewed where all news is displayed.

DION shares posts from the Innsida channel to other relevant channels, Facebook page and Twitter account. The most viewed post in Innsida is the one regarding the Workshop series by Tekna and DION for PhD candidates (126 views).

DION published around 80 Facebook posts during this board period, compared with 90 and 95 in 2017-2018 and 2016-2017 board periods, correspondingly. The posts included information about events and activities, surveys and other opportunities (such as grants, logo competition and board recruitment), as well as relevant information and events from other organizations, mainly at NTNU. Information about the events and links were also published on the website and on other 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 60. The posts with highest responses were the announcement of the next round of DION's grants and its winners (reach of 1500 and 2000 people respectively), and the link to the Universitetsavisa article *Eldre stipendiater får dårligere lønn enn nyansatte* (2700 reached). DION paid around 500 NOK to boost different events and announcements. We had 18 chat conversations via Facebook with our members in response to their queries on a range of topics.

The Facebook page was linked as a co-host to the Facebook events supported with DION grants. All DION events were shared and coordinated mainly through the Facebook page, which helped to promote the event page, and thus DION, on Facebook to the target audience. Events announced through our Facebook page reached more than 12000 people in total. Average number of responses for events was 639, and the event *Temporary Scientific Employees, Work and Mental Health* had the highest engagement with 4200 people reached. In addition, all the events were shared on all other DION information channels.

### 11.1 DION Forum

As a new asset this year, a new Facebook group was opened, *DION Forum*. It is meant as a group where DION members can get in contact with each other more easily. The group was opened on 9<sup>th</sup> January and quickly gathered many group members, more than a hundred by March. The activity has been, however, very low. It seems like the idea as such is successful, indicated by a high member number, but a communication routine must be established and supported more actively by DION board members.



### 11.2 Did You Know...

DION also introduced a media strategy called "Did you know..." which involves posting relevant information about issues such as worker's rights, sick leave, supervision and so on. It is particularly aimed at international temporary scientific employees to increase the knowledge about what rights they have as employees in Norway.

## 12 Finance

The financial year of DION follows the calendar year, and not the board period. We therefore present a financial overview for 2018, and a partial budget for 2019.

### 12.1 Financial Overview for 2018

#### Budget and Financial Overview 2018

Income		Budget		Expenses
Funding from NTNU	kr	100 000,00		
Expenses				
Happy Hour	kr	10 000,00	kr	7 089,00
DION Grants	kr	10 000,00	kr	8 711,66
AGM	kr	40 000,00	kr	49 810,00
DION events	kr	10 000,00	kr	16 205,00
Meeting expenses	kr	5 000,00	kr	2 351,81
Travels	kr	10 000,00		
Promotion materials	kr		kr	4 490,51
			kr	88 657,98
Earlier funding*				
Reise			kr	5 875,00
Drift			kr	5 625,50

\*DION had until 2015 the funding through The Student Parliament and still got some unused funds there. In 2018 DION used in total kr. 11 500,-. DION has still kr. 24 177.07,- pr. 31.12.2018 left.

## 12.2 Financial Overview for 2019

Income		Financial overview pr. 09.04.19	
Funding from NTNU		kr 100 000,00	
<b>Expenses</b>			
DION Grants	kr 20 000,00	kr 24 995,94	
AGM	kr 20 000,00		
DION events including Happy Hour	kr 40 000,00	kr 3 525,00	
Meeting expenses	kr 5 000,00		
Travels	kr 5 000,00		
Promotion materials	kr 3 000,00	kr 2 089,00	
Administration	kr 2 000,00		SiN- membership
Board social*	kr 5 000,00		*Upper limit of 250 pr. member pr. semester
<b>Total</b>	<b>kr 100 000,00</b>	<b>kr 30 609,94</b>	

## 13 Open Points for the Next Board

- We encourage the next DION board to work closely with the **University Research Committee** (Forskningsutvalget) to ensure that PhD candidates, postdocs and other temporary scientific employees are taken into discussions in matters regarding their rights and duties. Point of contact in previous board: Nina
- We did not do **breakfast meetings with the Faculty representatives** for temporary scientific employees. Yet we encourage the next board to continue this collaboration as the previous DION boards have done. Work to realize a network for temporary scientific employees at all faculties. Point of contact in previous board: Nina
- The current DION board advises to follow up collaboration with NTNU Alumni for the **PhD conference** that should have taken place 14<sup>th</sup> February 2019. This was postponed to June 2019 and then cancelled due to lack of resources. The future plan is to host the PhD conference in 2020. Point of contact in previous board: Nina
- We strongly encourage the next DION board to stay in touch with contacts and continue to collaborate with **NTNU Gjøvik** and **NTNU Ålesund** to strengthen the organization across all NTNU campuses. Point of contact in previous board: Davit and Chris
- This year DION has aimed to get one contact person from each **labor union** at NTNU to strengthen collaboration with them all. We therefore advise you to follow up on this. Point of contact in previous board: Elena
- The current DION board also advises to continue the collaboration and renovate the involvement in **SiN** (Stipendiateorganisation i Norge). Contact point in previous board: Besmir and Davit
- Furthermore, we encourage the next DION board to continue the **Did you know...** media strategy. It is an easy way of getting some of the information we accumulate as an organization out to people, and a document with drafts for the future posts has been set up on Share Point. Contact person in previous board: Thea and Olena
- We encourage the next DION Board to promote and develop the **social media channels and the website**. The Facebook page is our main way to reach out our target audience, and the page gets more visibility if the posts and events get many shares and comments. All board members are encouraged to share posts and events from the social media channels on their profiles and to invite their NTNU fellows to DION events. Special attention should be given to the Facebook group, **DION Forum**, which needs development, moderating and promotion. Boosting events and grant calls has also proven to be efficient, and we recommend continuing this practice. Contact person in previous board: Olena
- DION has focused on mental health among temporary scientific employees this board period and the event *Temporary Scientific Employees, Work and Mental Health* proved to be very successful. Following topics that were brought up by the audience, we were close to arranging a similar event. Unfortunately, we did not get to do this, but the next DION board are free to take over the baton. We already have presenters and panel participants. The working title for the event is **Temporary Scientific Employees and Career Paths: Should I Stay or Should I Go?**
- An initiative has begun to increase the **funding** available for DION. This is a very important issue for DION at present and we encourage the next DION board to move forward with this

project. At the moment, a draft letter is penned that will be sent to the pro-rector requesting more funding for the DION organisation. The current level of funding is far below a level that would be required to make significant impact to the members being represented. Contact person in previous board: Chris

- This point regards **extension of Phd** at the Faculty of economy and management. We have been trying to obtain information about the practices of extension at the Faculty of economy and management. As a new faculty consisting of what used to be different institutions, it seems that there are widely different practices between the institutes. The question was brought up by PhDs at the Department of economics. Although we never got a clear answer from the faculty, they wrote to us that they would discuss it internally. Extension of PhD is nevertheless a topic that is widely discussed across faculties at NTNU. Contact person in previous board: Thea
- As for events we have good experience with having recurring **Happy Hours** and do both scientific and social **events**. We also advise you to get started as early as possible after the election process and to keep the established routine (e.g. time and place for the Happy Hour).
- If the next DION board wants to participate in the **17<sup>th</sup> of May Parade**, we have already started making plans. Contact person in previous board: Lisa
- If the next DION board wants to participate in the **PRIDE parade**, we recommend collaborating with NTNU LGBTQ+. Contact person in the previous board: Thea



## 14 Appendix – DION Board Meetings

Date	Meeting
27.04.18	Board Transition Workshop
11.05.18	President and Vice-President Transition Workshop
14.05.18	DION Board Meeting
07.06.18	DION Board Meeting
13.08.18	DION Board Meeting
11.09.18	DION Board Meeting
09.10.18	DION Board Meeting
06.11.18	DION Board Meeting
11.12.18	DION Board Meeting
09.01.19	DION Board Meeting
05.02.19	DION Board Meeting
05.03.19	DION Board Meeting
25.04.19	Annual General Meeting

The minutes from the board meeting are available here:

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

## 15 Appendix – Event Invitations

### End of the Semester Event: Board Games & Pizza for DION Members

**When:** 27<sup>th</sup> June 2018, 17:00-20:00

**Where:** NTNU Gjøvik. Atrium of the A building.

Just a gathering for DION members at NTNU Gjøvik before we all leave for our vacations. We will play a super fun board game - Exploding Kittens. Feel free to bring/propose your own games too. Free pizza will be served for first 20 registered DION members.

Don't forget to register using following link: <https://goo.gl/forms/toNRppU07wWqMiYB3>

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### Walk with DION and NTNU Lgbtq+ in pride!

**When:** 15<sup>th</sup> September 2018, 11:30-14:30

**Where:** [Trondheim Katedralskole](#)

Celebrate inclusion and diversity with us! This year DION and NTNU LGBTQ+ staff network will be placed together in the parade. So, no matter your NTNU affiliation – or lack of such – we are hoping you will join us!

The parade will go from Trondheim Katedralskole. The parade starts moving at 12.30, but will start organizing from 11.30 and onwards. After the parade, there will be a parade show!

Hope to see you there!

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### Temporary Scientific Employees, Work and Mental Health

**DION invites all temporary scientific employees at NTNU to our event focused on mental health**

**When:** 16<sup>th</sup> October 2018, 16:00 - 18:00

**Where:** Sosiologisk Poliklinikk (Brattørgt 8, **Trondheim**); **Gjøvik:** Gneis-bygget – 3<sup>rd</sup> floor - room G303

As a temporary scientific employee, you might encounter many challenges related to work. We have invited the Occupational Health Services at NTNU as well as The Young Academy of Norway to talk about the challenges one might face as a temporary scientific employee and who can lend a helping hand. DION will also talk about findings from the recently conducted survey Onboarding experience at NTNU, e.g. how long does it take for new temporary employees to settle in, where do they get the most support from, and what kinds of guidance are offered to new temporary employees.

After the presentations, there will be a panel discussion and questions from the audience.

There will be PIZZA, and the event will be streamed via Skype to DION Gjøvik.

Due to capacity, we would like to know how many people plan to attend the event. Please register [here](#). If you plan to attend the streaming in Gjøvik, please register [here](#).

If you are not able to participate, you can still ask questions for the panel to answer at the event. See the Google forms above.

**Follow the event on Facebook to stay updated:**

**Trondheim:** <https://www.facebook.com/events/274562569848799/>

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Streaming to Gjøvik: <https://www.facebook.com/events/442090059653194/>

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### Family-friendly Sunday Hike with DION

**Whether you have kids or not, join us for easy, traditional Norwegian Sunday hike in Estenstadmarka!**

**When:** 21<sup>st</sup> October 2018, 12:00 – 16:00

**Where:** Estenstadmarka

Please register through this (non-binding!) form by Friday 19th, so we can get an idea of who is joining and age groups. This is a great opportunity for you as a PhD, postdoc or temporary scientific employee to meet your colleagues across NTNU, and for your offspring have a fun day out! As a family-friendly event, the walk will be suitable for kids and accessible with a stroller.

If the weather allows it, we will have lunch outside, make a bonfire by Estensstaddammen and some activities for the kids. A bit of rain or a cloudy day has never stopped a true Norwegian Sunday hike – but then we will hike to Estenstadhytta. Where lunch can be bought and eaten inside. Further information will be provided when we get close enough to trust the weather forecast, Friday 19th. Regardless of the two options, we will meet at Bekken Parkering at 12. If you arrive by bus, you can walk from Loholtbakken Busstopp.

The hike is short, only about 1km one way, and another 1,4 km if you are coming by bus.

Remember enough clothes and comfortable shoes!

**Follow the event on Facebook to get updates about the event:**

<https://www.facebook.com/events/304169683504682/>

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### Randomised Coffee Trials (RCTs): Supported by DION Grants

**Randomised Coffee Trials (RCTs):** a regular opportunity to meet someone new from among NTNU's PhD, postdoc and temporary researcher community over a cup of steaming coffee –with the first one paid for by DION! People need people, it's as simple as that. This is a social and professional 'matchmaking' service which was started by researchers in the UK

(<https://www.nesta.org.uk/blog/institutionalising-serendipity-via-productive-coffee-breaks/>) and has since been responsible for facilitating exciting projects and enjoyable conversations, sparking new friendships, giving people a chance to share their experiences of researcher life - and much more. Every other week you are allocated a random name and email address from amongst the pool of people who sign up. You then have 2 weeks to get in touch with each other and arrange to have a coffee/tea/waffle/lunch at a mutually agreeable time and place. You will then be given another name – and so on and so on. Who knows what might happen? To join this exciting and oh-so-simple initiative and find out more about the people in your researcher community, all you have to do is fill in some simple details on the form below:

<https://docs.google.com/forms/d/e/1FAIpQLSceVlexpuldHhHuxNosoQW7qJXxLKdj4lpJGHRkGxVi4UkJg/viewform>

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## Singing is for Everyone: Supported by DION Grants

**Singing is for Everyone:** Ever wanted to join a choir? Or test your vocal chords outside of the shower? Studies have shown that singing can relieve stress and anxiety and provide us with moodboosting endorphins... and it's also a great antidote to sitting in front of a computer or being trapped in a lab! Now there is an opportunity for you to feel good and get healthy indoors during the Norwegian winter by getting together with some like-minded people to sing for a couple of hours every week or two. No performances involved, and no talent or ability required – just bags of enthusiasm. :) If you are interested in joining this PhD 'choir' please register your interest on the form below:

[https://docs.google.com/forms/d/e/1FAIpQLSf66tplxU6lIW8wMcL1mVEXmN04DjeEBh\\_IYZ7T98m6QjtKuQ/viewform](https://docs.google.com/forms/d/e/1FAIpQLSf66tplxU6lIW8wMcL1mVEXmN04DjeEBh_IYZ7T98m6QjtKuQ/viewform)

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## Smart City Day: Supported by DION Grants

**When:** 10<sup>th</sup> December 2018, 10:00 – 17:00

**Where:** IT-bygget, sydfløy: F1, NTNU Gløshaugen

The world human population is predicted to increase in mid-2050 to 9,804 million. In addition, over half of the world human population resides in cities. This human population will request a better level of services in their city. Recently, smart city solutions are a great technological advancement to apply in several domains of the city (including smart building, smart energy, smart transport, smart health, smart environment and so on). Therefore, Smart Cities are current and active challenges around the world. Many active research and industry groups are working on the Smart Cities-related topics. Invited speakers will present the topic and the potentials of Smart Cities in 21<sup>st</sup> century. Topics like smart transportation, smart hospitals, smart building, and etc. will be discussed.

**The event is open to all temporary scientific staff and students at NTNU.**

**Please note:** Preregistration through email is required.

To sign up send an email to: [a.sinaee@ntnu.no](mailto:a.sinaee@ntnu.no) with the following subject: ***"SMART CITY EVENT DION"***

**Join the Facebook group:** <https://www.facebook.com/groups/185810795658731/>

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## YogaDay with DION

Join us for a free yoga session courtesy of DION.

**Location:** Sit Portalen, Sal 2, <https://goo.gl/maps/nNMNDTgdCR42>

**Time:** 12:30 – 14:00

**Date:** 24<sup>th</sup> November 2018

**Cost:** Free

**Clothes:** Loose fitting gym clothes.

Yoga is a great form of exercise, for anyone from the seriously muscle bound, to people who just want a bit of a stretch and relax. Most importantly though, exercise is brilliant for one's mental health, and yoga is popular, individual, and very ubiquitous.

If you would like to join, it's free of charge, but you will need to sign up on the form below.

Not a member of SIT? Don't worry, so long as you sign up, you can come in for free. You just have to register at the front desk. Note: you will not be allowed to use the other gym facilities.

Space is limited to 30, and it's first come, first served. Afterwards, those who want can head to Solsiden for a coffee and a chat together. We look forward to seeing you there.

Sign up here:

<https://docs.google.com/forms/d/e/1FAIpQLSfyNRsQv3BZrA9vDvpe2cjKemLp4P4aHU9RyGDeaw2X4UE9Mw/viewform>

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### Happy Hour and Shuffleboard with DION

**When:** 26<sup>th</sup> November, 18:00 – 21:00

**Where:** Work-Work

Considering success of our previous Happy Hour, DION is happy to announce another one for November. Spend an evening with us playing shuffleboard and sharing experiences about your research!

We are looking forward to seeing all temporary scientific employees!

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### Minigolf with DION

**When:** 6<sup>th</sup> December 2018, 18:00-21:00

**Where:** Trondheim Camping

Join for a minigolf tournament in company of DION!

It's again time to meet for some fun! If you've always wanted to show off your professional skills or prove everyone right on how bad your aim is, this is your chance! :)

We can meet at Trondheim camping to play and have some drinks together. The drinks are on you, but we will cover the minigolf costs.

The free entrance is limited to 15 people, and it's first come, first served.

We look forward to seeing you there.

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### Board Games with DION in Gjøvik

**Location:** Library in G building at NTNU i Gjøvik.

**Date:** 5<sup>th</sup> December 2018, 17:30-19:30

Don't miss the last DION gathering in Gjøvik this year. Join us for various fun board games. Candies, pizza, and juice will be served.

Feel free to bring and propose any board game you think might be fun!

Location: Library in G building at NTNU i Gjøvik.

Event is open to all PhD candidates, post-docs and temporary scientific employees at NTNU.

Please, register on the following link:

<https://goo.gl/forms/1LqzWSZG8ySpmcC3>

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## AGM date announced

**When:** 25<sup>th</sup> April 2019

**Where:** To be announced

Please mark your calendars for the next **DION Annual General Meeting**.

Not only food and refreshments will be served but also several fascinating talks are on the agenda.

However, there is one point that makes this event special:

**a new DION board will be elected at the Annual General Meeting.** Use your right to vote and impact your life at NTNU! Those who are interested in joining the board should contact DION by email:

[post@dion.ntnu.no](mailto:post@dion.ntnu.no)

Further details are coming soon!

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## DION on ice

**When:** 27<sup>th</sup> January 2019, 12:00 – 13:30

**Where:** Leangen Ishall (Tungavegen 3, 7047 Trondheim, Norway)

Winter is definitely here, and so is the ice skating season! Want to try out ice skates for the first time, or simply show off your skills? Join DION for a fun day out on the ice at Leangen Ishall.

There are matches during the day, so make sure you get there by 12pm to get most out of the day.

Unfortunately, ice skates cannot be rented at Leangen, but there are several options if you do not own your own or can borrow from friends or colleagues.

Used Ice skates can be bought cheap at Fretex, or borrowed through volunteer centers:

<https://strinda.frivilligsentral.no/dokument?utl%C3%A5nssentralen&Id=70649>

Make sure to bring warm clothes, a helmet, and wool socks is a must! We will be using the outdoor skating range, where there is no entry fee. DION will provide some hot drinks.

We are looking forward to seeing you there!

More info can be found at: <https://www.facebook.com/events/584793141944821/>

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## Happy Hour in Gjøvik

**When:** 11<sup>th</sup> February 2019, 18:30 - 20:00

**Where:** Café Pi, Strandgata 15, 2815 Gjøvik

Successful DION event series is in Gjøvik now! DION invites Gjøvik-based PhDs, Postdocs and other temporary scientific employees at NTNU to join the Happy Hour with shuffleboard (sponsored by us) at Cafe Pi! Grab your own drink and/or just enjoy the social atmosphere and a game of shuffle board. If you have not tried out shuffle board yet, this is the perfect opportunity to give it a try. Apart from that a fuzzball table will be also at our disposal. We have a table reserved for 90 minutes from 18.30 - 20:00. Welcome! :)

**Facebook event:** <https://www.facebook.com/events/1203581156465194/>

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### Swing Dance Evening

Feeling cold outside and lacking the desire to go skiing? No problem, DION has an amazing event to offer!

**When:** 15<sup>th</sup> February 2019, 18:00 - 20:00

**Where:** Realfagbyg parketten

Together with NTNUI Swing og Folke Dans, we have the pleasure to host a 2 hour Swing dance evening at the Realfagbyg parketten.

In the first hour the amazing instructors from NTNUI Dans will teach us the basics of Swing, and we will unleash our talent in the second hour.

Come and join us and you will not have any awkward situations on the dance floor anymore :)

There is no need to bring a partner but if you have one, feel free to bring them with you.

For information on clothing and shoes, check out:

<https://ntnuiswingogfolkedans.wordpress.com/information-in-english/>

Fun is guaranteed! Do not hesitate! Save the date and join us!

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### Ski-Day with DION

**When:** 23<sup>rd</sup> February 2019

**Where:** Skistua in Bymarka

Join us for a 2-hour cross country skiing event at Skistua. Our instructors will be more than happy to help absolute beginners as well as intermediate skiers. Pros are also more than welcome to join just for the fun of it. After two hours we will all gather to enjoy hot drinks and snacks. More details will follow. Stay updated via our social media channels!

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### Movie Night in Gjøvik

**When:** 15<sup>th</sup> March 2019, 18:30 – 21:00

**Where:** NTNU i Gjøvik campus

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Enjoy the relaxing Friday evening with your colleagues in Gjøvik. Let's watch a movie classic of our choice and spend another entertaining evening with DION.

Popcorn and light snacks will be served.

The auditorium for the event will be announced through our social media. **Please, note** that time might also change slightly. Follow our social media to stay updated!

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### Board Game Evening with DION

**When:** 28<sup>th</sup> March 2019, 18:00 – 21:00

**Where:** Gløshaugen, R92, Realfagsbygget

Join DION for an evening with boardgames and snacks! A few games are provided (see below), but feel free to bring anything you would like to play as well.

Games provided:

- Carcassonne
- Dominion
- Jungle speed
- Ligretto
- Love letters
- Settlers of Catan
- Space beans (Bonanza)
- Timeline
- Wizard

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### Laser Tag in Gjøvik (supported by DION Grants)

**When:** 6<sup>th</sup> April 2019, 19:00– 20:00

**Where:** Bowling 1 Gjøvik, Trondhjemsvegen 83, Gjøvik

While temperature still remains low outside, the spring is here and after long and lazy winter, it's time to think of physical activity. Why not benefit from an indoor fun and strategic game, like the laser tag! It will not only keep you physically active but also gives you an opportunity to test your strategic teamwork skills. Meet your colleagues on the battlefield after a busy week and collect unique memories!

The event is supported by DION Grants.

Please, note that places are limited. Follow us on social media not to miss the announcement!

Photo credits: <https://www.bowling1.no/moss>

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### Happy Hour and Shuffleboard with DION: March

**When:** 13<sup>th</sup> March 2019, 17:30 – 18:30

**Where:** Work-Work, Munkegata 58, Trondheim

It's time to come together! DION invites PhDs, Postdocs and other temporary scientific employees to join the Happy Hour with shuffleboard (sponsored by us) at Work-Work! Grab some food and drink or just enjoy the social atmosphere and a game of shuffle board. If you have not tried out shuffle board yet, this is the perfect opportunity to give it a try. We have 2 tables reserved for one hour from 17:30 to 18:30. There is plenty of board games at Work-Work as well ;) Welcome!

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### Happy Hour in Gjøvik: March

**When:** 22<sup>nd</sup> March 2019, 18:30 – 20:00

**Where:** Pi Restaurant og Bar, Strandgata 15, Gjøvik

DION invites all Gjøvik-based PhDs, Postdocs and other temporary scientific employees at NTNU to join the Happy Hour with shuffleboard (sponsored by us) at Cafe Pi! Grab your own drink and/or just



enjoy the social atmosphere and a game of shuffle board. If you have not tried out shuffle board yet, this is the perfect opportunity to give it a try. Apart from that a fuzzball table will be also at our disposal.

**Please, note** that time might change slightly. Follow our social media to stay updated!

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### Happy Hour and Shuffleboard with DION: April

**When:** 11<sup>th</sup> April 2019, 18:00 – 21:00

**Where:** Work-Work, Munkegata 58, Trondheim

The term of this years DION board is coming to an end. Therefore, we would like you to join us for playing a last round of shuffle board together. We have a table from 18.00 on and a shuffle board table is booked from 18.30-19.30. Playing during that time is on DION. Connect with friends and strangers and enjoy the evening with some play and competition. Work-work also has many board games, if you prefer playing those. Be welcome.

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### DION 2019 Annual General Meeting & Board Election (with pizza!)

**When:** 25<sup>th</sup> April 2019, 17:00-20:00

**Where:** R2 Realfagbygget, Trondheim

DION@Trondheim 2019 Annual General Meeting & Board Election

All PhD students, post-docs and temporary scientific employees at NTNU are invited to attend DION's Annual General Meeting!

The AGM is a central place for the temporary academic staff to meet, share experiences and grow stronger as a group!

This year, we held social and work-related events, and had the pleasure to me many of you. Now it is time to tell us what you think DION should be and how it can be improved. You will also learn more about our experiences over the past year. In particular, we will share our findings from a survey about experiences related working conditions at NTNU. So, we hope you will join us for some pizza, and learn more about what DION can offer you, no matter big or small obstacles related to being a PhD or other temporary academic staff.

A detailed program of the event will be posted shortly.

Are you interested in a leadership position representing around 3000 of your colleagues? The AGM will include an election for a new board for 2019-2020. We encourage all interested PhD candidates, post-docs and temporary scientific employees from across NTNU to consider joining! This is an opportunity influence the work situation of the academic temporary staff, and get insight into how the university works. If you are interested in running for the board, email us at [post@dion.ntnu.no](mailto:post@dion.ntnu.no) or introduce yourself at the meeting. A board position on DION can be credited as up to one month of duty work, or one month extension of the PhD project period; whilst the

president receives two months (Forskrift om stipendiater ved NTNU, §2). More details about the board election will be published in the discussion board.

Local event in Gjøvik will be held at the same time.

Pizzas will be served at the meeting for registered attendees.

Register by 19th April 2019 (registration is binding): [https://docs.google.com/forms/d/e/1FAIpQLSc-fgRx2vOIHHzBqztfbAKUCruejnn-VJWse30ZWKQ\\_hLjUQw/viewform](https://docs.google.com/forms/d/e/1FAIpQLSc-fgRx2vOIHHzBqztfbAKUCruejnn-VJWse30ZWKQ_hLjUQw/viewform)

We have a limited amount of food offered, so hurry up with the registration! If you missed the deadline for registration, you're still welcome to attend the meeting, but food may not be offered.

After the AGM, we will have a beer in the city center to celebrate the new elected board and say goodbye to the old board :) The details will come soon.

Help us to spread the word about this event amongst your colleagues!

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### Stoic Principles for a Healthy Academic Life (supported by DION Grants)

**When:** 7<sup>th</sup> May 2019, 10:00 – 14:00

**Where:** Room U36, Handelshøyskolen NTNU

Being a PhD Candidate or Post Doc can be mentally challenging.

Learn Stoic principles and techniques to improve your mental well-being and productivity in all parts of your academic life!

Join us for an interactive seminar with free snacks, drinks and lunch!

Seating is limited, so sign up today by sending an email: [Trondheim.Stoics@gmail.com](mailto:Trondheim.Stoics@gmail.com)

Directions to room U36 can be found here: <http://bit.ly/2HUiUG4>

**Facebook event:** <https://www.facebook.com/events/625249857901427/>

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### How to pitch your research "story" to a non-academic audience (supported by DION Grants)

**When:** 30<sup>th</sup> April 2019 (tentative)

**Where:** Dragvoll (tentative)

**Official announcement is to come. The text below is from the grant application:**

HOW TO PITCH YOUR RESEARCH "STORY" TO A NON-ACADEMIC AUDIENCE: I propose to host a half-day seminar on how to get your research out to a wider, non-academic audience. The event will consist of 3 parts: (1) an NTNU researcher will describe the process of getting their research into the national Norwegian media, why and how; (2) a representative from the media (likely Adresseavisen or NRK) will describe their process for publishing scientific material and tips for how to pitch your "story"; and (3) participants will be asked to bring a short proposal for translating their own research for a wider audience (e.g., digital, newspaper, TV, etc.), which they will share with each other, get

feedback from the speakers, and make a plan going forward.

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### OK Computer: Being a researcher in the digital era (supported by DION Grants)

**When:** 24<sup>th</sup> May 2019 (tentative)

**Where:** IT-bygget (tentative)

**Official announcement is to come. The text below is from the grant application:**

OK Computer: Being a researcher in the digital era

With the research community and stakeholders constantly urging us to disseminate research, being a researcher in the digital era is a complicated, often frustrating, demanding job. Young scholars and emerging academics often turn to social media to spread their work.

Nonetheless, what works on one social media platform does not work on others. How much is enough? Are there rules of conduct? Is there a line between personal and research-related sphere? How much can we tackle? What about receiving negative feedback or being publicly challenged? Who uses Twitter - and does it boost really your H-index? These questions, along with how to tackle stress when it comes to using social media, will be addressed during a oneday seminar/workshop at NTNU.

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