



The Interest Organization for
Doctoral Candidates at NTNU

2019/2020 DION Annual Report

*DION – Doktorgradsstipendiatenes
interesseorganisasjon ved NTNU*

*The Interest Organization for Doctoral
Candidates at NTNU*

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1. Summary

The DION board 2019/ 2020 was elected at the Annual General Meeting (AGM) on April 25th, 2019. The AGM took place in room R3 (Realfagbygget, Gløshaugen) and was also live streamed to enable participation at the external campuses in Gjøvik and Ålesund. This report covers the board period since the previous AGM.

Transition Workshops

In May 2019, there was a board transition workshop, where the previous board members shared their experiences with the successive board members. In addition, the president and vice president met with the former president/ vice to share experiences and prepare for the tasks ahead. These meetings proved to be very helpful, as the board consisted of mainly new and inexperienced members. Two members have been in the DION board 2018/2019 and their knowledge was very valuable, especially in the first few months. It is highly recommended to be in the DION board for longer than one term, if possible. This way, organizational knowledge is not lost, and the proverbial wheel does not need to be invented every year anew.

Board Meetings

As of April 1st, 2020, DION has had ten board meetings. The meetings were held once a month with the exception of June and August. Each meeting lasted for about three hours. We alternated between Dragvoll and Gløshaugen and our board member from Gjøvik joined the meetings over Skype. The regularity of the meeting was very necessary. Even though urgent cases and tasks that demanded immediate decision were communicated in numerous emails, the board meetings were a much welcome area to discuss past and future events in person and make decisions on the spot together.

Inquiries

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 79 inquiries during the board period 2019/2020. 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.

DION as part of NTNU's democratic processes

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 about 12 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. Finally, in spring 2020, DION was asked to name one representative for the newly established Innovation Committee at NTNU.

The board decided not to name a board member but wishes to work closely with this person where collaboration is possible.

DION as connecting point between unions and NTNU leadership

As interest organization, DION is a connecting point between labor unions and the NTNU leadership. In the board year 2019/ 2020, this role was especially relevant in discussions about unevenly distributed salary increases for PhD candidates. In the first half of the board year, several PhD candidates reached out to DION with this issue, that was a concern in all Norwegian universities. DION actively reached out to the different unions and collected their statements about this case. We published the statements comprehensively on our website, Innsida and social media. Furthermore, DION board members were interviewed by Universitetsavisa (UA) about the issue.

Since March 2020, DION is reaching out to unions again to gather statements and information about the rights and obligations of temporarily employed scientific staff in the CoVid19 crisis.

DION as part of the Research Committee

The most significant change in the role of DION as part of NTNU's democratic processes is the change of status in the Research Committee. Until 2020, DION (in most cases represented by the presidents, sometimes the vice president) has had an observer role before and was invited to certain meetings of the Research Committee, when topics were discussed that affected PhDs and/ or postdocs. In the new statutes of the Research Committee, DION has now been granted a permanent seat in the board. This means, that temporary scientific employees at NTNU are now permanently represented in the Research Committee board through a DION board member. We welcome the responsibilities that come with this change and gladly acknowledge that the existence of DION has been recognized and valued by the NTNU leadership.

DION Information Channels and Social Media

DION has throughout the year invested time and resources to gain increased visibility through social media channels (Facebook, Twitter and Instagram) and other channels (Innsida, website, newsletter every month, email 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 information channels and social media were most helpful during the so-called CoVid 19 crisis. Information given by the NTNU leadership was shared and distributed through all our channels. On our website we updated new information frequently, almost daily, and collected all news comprehensively, so that relevant information could be found quickly.

DION events

The annual funding provided by the pro-rector has led to 35 events (excluding those resulting from the two grants calls) during this board period. Most of them located in Trondheim, some in Gjøvik and Ålesund. In both Trondheim and Gjøvik, DION organized monthly Happy Hours. Moreover, DION Trondheim participated in the PRIDE parade together with NTNU Lgbtq. In Gjøvik, the events were mostly board game evenings but also movie nights, bowling and flea market.

DION E-vents in times of CoVid19

Since the lockdown of the university in March 2020, DION has still offered events online. On March 25, we organized a Consultation meeting on Teams and invited all PhDs and Postdocs to participate, discuss their current situations and raise questions. We gathered those statements into one document which we published on our website and sent to the prorector of research and the NTNTU board representative for temporarily employed scientific staff.

Social events, too, were organized online and we offered grants for people who had an idea how to host an online event. We received only one applicant for this grant, who organized a Easter-themed quiz on zoom. Other offers organized by board members included: casual lunch meetings, a quiz night and a cooking class.

Cooperation: Trondheim, Gjøvik and Ålesund

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 temporary scientific employees with hope of closer collaboration in the future. Ideally, a DION board should have board members from each location, and it is strongly recommended to recruit candidates from Gjøvik and Ålesund.

On behalf of the 2019/2020 DION board,



Angelina Penner (DION President), Trondheim April 8, 2020

2. Board Composition

During the board period 2019/2020, the DION board had the following members:

Position	Name	Faculty-Department
President	Angelina Penner	HF-KULT
Vice-President	Tor Anders Bye	SU-ISS
Board member	Elodie Besner	SU-ISS
Board member	Lise Tietze	NV-IBT
Board member	Erland Årstøl	NV-IBT
Board member	Mattia Veroni	IE-IIK
Board member	Masab Khalid Annageeb	IV-EPT
Board member	Davit Gigilashvili	IE-IDI

The DION board 2019/2020 had not had a permanent consultant but has had administrative support from Kine Sørli. Her assistance was valuable, and we would like to thank her for her support.

3. Activity Highlights 2019/2020

DION has maintained high activity throughout the board period, tackling problems of very different nature. The activity highlights are outlined below.

- Responded to and followed up 79 inquiries from temporary scientific employees in need of assistance across NTNU plus invitations by collaborators.
- Hosted 35 events in total. The main recurring events were two:
 - Monthly Happy Hours in both Trondheim and Gjøvik were organized, on which temporary scientific employees could come together and socialize. Shuffleboard was sponsored by DION.
 - DION choir was revived in September and, except for few breaks, rehearsals took place every week.
- Invited applications and provided 8 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 increase visibility and reach as many temporary scientific employees as possible.
 - Renovated the use of DION Forum on Facebook as a low threshold group to get in touch with other temporary scientific employees.
 - Kept using the media strategy called “Did you know...” which involves posting relevant information about issues such as worker’s rights, sick leave, supervision and so on.
 - Renovated the layout of the main website, which is now more accessible, neater and better looking.
- Gave about 12 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
- Continued the collaboration with SiN (Stipendiatororganisasjonene i Norge) and participated at the SiN Annual General Meeting in Stavanger on the 23rd and 24th of May 2019. Representatives of doctoral organizations from different Norwegian universities attended. On the 23rd, a workshop was held that also included representatives from Sweden and Iceland to talk about how to start a relationship between doctoral organizations in the northern countries. On the 24th, the Annual General meeting was held, where the previous years’ work was presented and new board members were elected for the following term.
- Continued the representation on NTNU Gjøvik with one board member.
- Reached out to NTNU Ålesund by an Ålesund Special Grant.

Email Inquiries

DION has received 79 e-mail inquiries during the board period 2019/2020. This excludes inquiries relating to DION-grants and other types of inquiries people were explicitly requested to make to us. This is a significant increase compared to the 2018-2019 board period, where there were 46 inquiries.

A classification of inquiry types can be seen in figure 1. Broadly speaking, inquiries were either personal or institutional. Requests for personal assistance were dominated by contract/employment issues. Most personal assistance inquiries were resolved in a short amount of time by disseminating information and clarifying rules. However, some inquiries have required following up on cases over extended period of times, attending meetings, giving guidance and in certain cases, intervening on their behalf. Such issues have primarily concerned matters of employment.

Institutional inquiries were primarily concerned with requests for DION board members to give presentations and invitations to collaborate/participate in various matters. Additionally, there were several requests for DION to disseminate information.

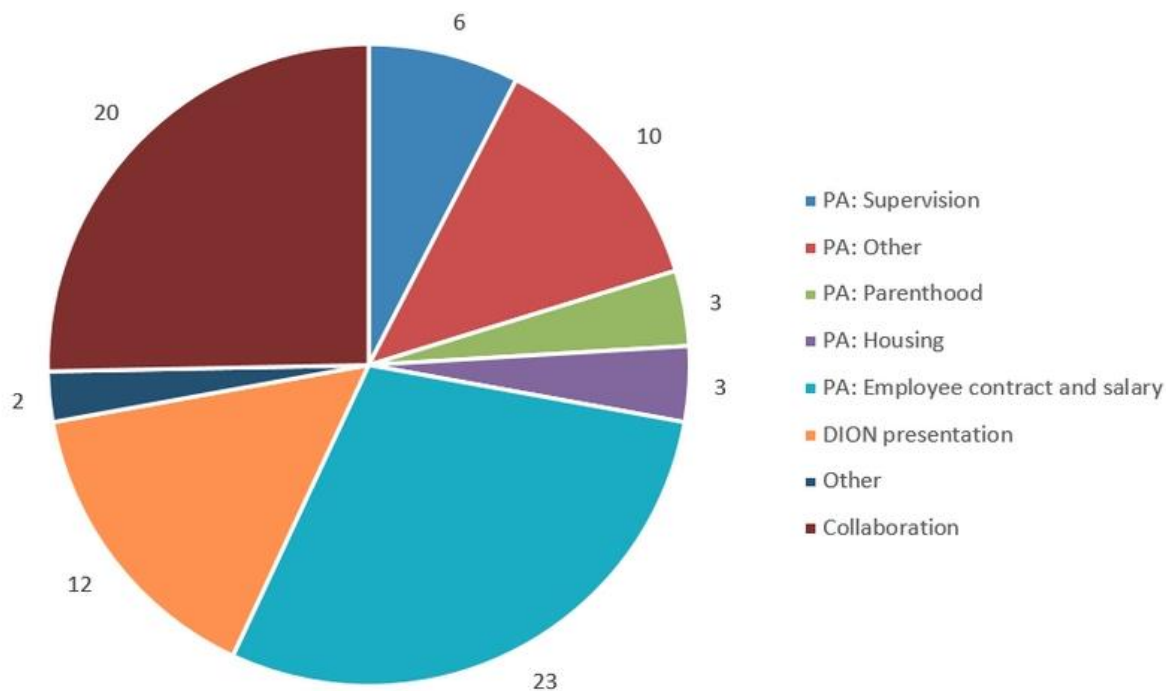


Figure 1: Chart showing distribution of cases that DION responded to and followed up in the board period 2019/2020.

An anonymized summary of the cases is available on the website. Each of them is provided with a short description of the enquiry, the highlights of the solution and useful links (either to a contact person or to relevant material).

4. DION Events

This board period, DION hosted 35 own events (list excludes grant events, which can be found in section 6, and the weekly choir rehearsals for which no Facebook event was created):

Date	Event
12.05.19	Movie Night by DION@Gjøvik
17.05.19	DION at 17 th of May parade
26.05.19	Bowling DION@Gjøvik
29.05.19	Temporary employment at NTNU - tips & tricks of the trade DION@Gjøvik & Tekna
30.05.19	Happy Hour – Shuffle board
26.06.19	Happy Hour – Shuffle board
28.06.19	Happy Hour – Board Games DION@Gjøvik
24.07.19	BBQ evening
26.08.19	Happy Hour – Semester Kick Off
02.09.19	DION's choir
12.09.19	Queer movie night
14.09.19	March with Pride! With DION and NTNU lgbtq+
16.09.19	DION's choir
26.09.19	Happy Hour – Shuffle Board DION@Gjøvik
27.09.19	Happy Hour with DION
04.10.19	Board and Card Games DION@Gjøvik
07.10.19	DION's choir
18.10.19	A night at the movies
04.11.19	Happy Hour
05.11.19	Winter Flea Market DION@Gjøvik
24.11.19	Bowling and Pizza DION@Gjøvik
26.11.19	PhD & Post-Doc lunch
27.11.19	Pre-Christmas gathering DION@Gjøvik
29.11.19	A night at the movies
01.12.19	Mini-Golf (family-friendly event)
05.12.19	Improv Workshop with gibberish
13.12.19	A night at the movies
16.12.19	DION's Julebord
09.01.20	Back to work night at the movies
21.01.20	DION's choir
14.02.20	A night at the movies
28.02.20	Happy hour
25.03.20	DION e-lunch: consultation with members
28.03.20	Happ-e hour
08.04.20	Cook along with DION

The events were made possible by the yearly allocation of funds for events approved in January 2019 by the NTNU pro-rector for research. Invitations to each event can be found in appendix.

5. DION Grants

During 2019/2020 term, three grant-funded events approved by the previous board took place:

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. **"Stoic Principles for a Healthy Academic Life"**, Logan Reed Vallandingham, Department of Industrial Economics and Technology Management

In addition to that, DION board organized 4 grant calls. The first and the last rounds were open to everyone, while we decided to have two special rounds to increase DION visibility in Gjøvik and in Ålesund.

The *first round* of DION grants during fall 2019 resulted in 10 applications, of which 5 were approved and a total of 8000 NOK was allocated. For this round, we particularly encouraged applications addressing the topics of parenthood and/ or mental health.

1. **" Enjoy winter on ice @ Gjøvik Fjellhallen"**, Irina-Mihaela Ciortan, Department of Computer Science
2. **" How to get away with team building within a multidisciplinary environment"**, Adina Moraru, Department of Civil and Environmental Engineering, Sina Furkan Özdemir, Department of Sociology and Political Science, Wouter Koch, Department of Natural History
3. **" Daily Desk Fit. Fitness routine that could be done sitting at individual desks. "**, Deepak Palaksha, Department of Electronic Systems
4. **" Juggling workshop for non-jugglers"**, John Zobolas, Department of Biology
5. **" Board and card games in Trondheim"**, Bart van Blokland, Özlem Özgöbek, Department of Computer Science

Ålesund Special round during fall 2019 was open to applicants from Ålesund and aimed to increase engagement from the Ålesund campus. DION received 2 applications, of which 1 was approved and a total of 2000 NOK was allocated. Another application was initially also approved but was later withdrawn by the applicant.

1. **"Speed Lingua"**, Arron Wilde Tippet and Christina Hellevik, Department of International Business

Gjøvik Special round during spring 2020 was open to applicants from Gjøvik campus. DION received 1 application, which was approved, and a total of 2260 NOK was allocated.

1. **"Movie Night in Gjøvik"**, Mekides Assefa Abebe, Department of Computer Science

E-Grants - Confinement Special round during spring 2020 was open only to the applicants organizing online events. The aim of the call was to encourage virtual involvement during the COVID-19 crisis. DION received 1 application, which was approved, and a total of 1500 NOK was allocated – out of which 1000 NOK was allocated for the event costs, and 500 NOK was allocated for the gift card for the organizer.

1. **"Not another Manic Monday – Kahoot Easter-egg Hunt"**, Irina-Mihaela Ciortan, Department of Computer Science

6. Representation and Engagement at NTNU

6.1. Presentations at Faculties

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

Date	Faculty/Organisation	DION board member
29.04.19	Digital Transformasjon	Tor Anders
18.06.19	YAON	Mattia
30.08.19	NV	Masab
16.09.19	HF	Angelina (recorded)
16.09.19	MH	Lisa
23.09.19	IV	Mattia
21.10.19	OK	Elodie
23.10.19	SU	Elodie
09.12.19	MF Supervisors seminar	Lisa, Mattia
07.02.20	NV	Elodie
13.02.20	MTMART	Mattia
24.03.20	MH	Masab

The IE faculty updated DION with a notice that they will not invite DION for such events any longer: "The IE faculty has in previous years always invited Dion for a short presentation, however since the seminar now has been given for one-day instead of a two-days seminar we have had to skip some presentations from external parties. Unfortunately, Dion is one of these. I hope you find other ways to inform PhD students of your activities."

6.2. University Research Committee

Until March 2020, DION has had an observer status in meetings organized by the University Research Committee and was invited to join meetings when special cases related to temporary scientific employees are brought up. This board period, by the time the report has been written, the DION president Angelina Penner attended 5 meetings with the University Research Committee and the vice-president Tor Anders Bye attended 2.

Furthermore, DION was invited to be part in several task forces, e.g. a working group within the research committee that deals with the economic compensation of faculties for PhD education programs and another working group discussing the elaboration of a research- based study plan (forskerlinje) connecting Master and PhD studies. Participation in the latter working group will be part of the next DION board's tasks.

6.3. Other Attended Events

26.09.2019: Test group for an administrative platform facilitating documentation during PhD (project lead by Janne Østvang)

11.10.2019: Participation in seminar about rights and obligations of PhD candidates and post.docs. (organized by Forskerforbundet)

16.10.2019: Breakfast meeting with representatives of all faculties' discussion onboarding processes (organized by DION board member Lisa Tietze) → follow up on 20.11.2019

22.11.2019: Presentation of the "Kandidatundersøkelse"; Event at Dokkhuset (DION invited by organizers)

08.01.2020: One Hour with Europe: Meeting about Horizon Europe research grants (DION invited by Massimo Busuoli) → follow up on 03.04.2020

09.01.2020: Working group "Compensation of Faculties for PhD education" (task force internal to research committee) → follow up 05.02.2020

16.01. & 17.01. 2020: 2-Day Leader Seminar in Oppdal (organized by NTNU rectorate)

21.03.2020: Meeting with planning committee for the PhD and post.doc conference in November 2020 (Lisa Tietze is part of this committee)

03.04.2020: Working group "Forskerlinje" / Research-based Study Stream (organized by the research committee; ongoing working group)

03.04.2020: Participation in a webinar about rights and obligations of PhDs and post.docs. during CoVid19 lockdown (organized by Forskerforbundet)

6.4. 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. *Ålesund Special* grant made it possible to arrange the first DION-supported event in Ålesund.

6.5. Contribution to Research Ethics e-learning course

On 20th November, DION participated in the compilation of a video for an online ethics course for the research committee at NTNU. DION presented itself and explained its mission and vision, along with providing information about the resources that can be used by DION members for help with specific issues.

6.6. Collaboration with NTNU Board Representative for Temporary Scientific Employees

DION has worked closely with the NTNU board representative for temporary scientific employees (Ewa Morsund) who has been invited to several DION board meetings. DION has also had a continuous dialogue with her. The newly elected NTNU board representative is Ingvild Stuvøy. A cooperation between DION and the NTNU board is highly recommended.

6.7. Collaboration with NTNU International Researchers Support (NIRS)

DION met with representatives of NIRS to re-establish the good connections NIRS and DION used to have. In addition, a DION board member was invited by NIRS to give a talk about the onboarding survey results.

6.8. Salary discussions

The national salary negotiation in 2019 led to an increase of salary for new PhD candidates, which were now earning more than their more experienced counterparts. This was perceived as unfair and led to a nationwide discussion.

During the local salary negotiations, DION mobilized to inform its members on the effect of these negotiations on their pay and relay their concerns over the inequalities resulting from the new rules.

In October, board member Lisa Tietze was interviewed by Matt Arnesen from [Krono](#) (in Norwegian) about unequal wages for PhD candidates. Board member Erland Årstøl also published an opinion piece on PhD salary negotiations in [Universitetsavisa](#). (in Norwegian)

DION reached out to unions present at NTNU for a statement about the negotiations and how their members might be affected. DION published regular updates on the negotiations' evolution on its home page and to social media. These posts can be found [here](#) and [here](#).

Overall, the situation concluded with NTNU and the unions (Forskerforbundet and Tekna) managing to compensate some of the inequality between new and experienced PhD candidates.

7. Engagements outside NTNU

7.1. Media

As stated above, board members Lisa Tietze and Erland Årstøl were featured in [Krono](#) and [Universitetsavisa](#) regarding salary negotiations.

During the coronavirus crisis, DION president Angelina Penner gave an interview on how the current situation and associated restrictions were affecting DION members. This article can be found [here](#).

DION board member Erland Årstøl gave an interview with [Teknisk Ukeblad](#) concerning the status of Norwegian PhD-students in technical fields.

7.2. Stipendiatorganisasjonene i Norge (SiN)

DION board member Lisa Tietze joined the Norwegian umbrella organization for PhD candidates and Post-Docs (SiN) as a board member. SiN governs DION and similar organizations at different universities and works with the local organizations to realize Norway-wide projects. Lisa's involvement in both DION and SiN lead to a close cooperation over the term period.

7.3. PRIDE Collaboration with NTNU Lgbtq+

DION participated in the PRIDE parade along with NTNU LGBTQ+ Staff Network



8. DION Projects

8.1. Mental Health Awareness week

At the suggestion of a PhD candidate from the Institute of Geography, DION scheduled a week-long campaign to take place on Week 14 across all three NTNU locations.

The week aimed to increase awareness about the mental health issues faced by PhDs, post-docs and temporary scientific staff, provide tips and advice on how to protect and promote mental health, and inform about the services available at NTNU.

The week included a series of presentations, discussions, workshops and activities alongside a social media campaign relaying key messages.

Due to the coronavirus outbreak and the subsequent restrictions implemented at NTNU, this project had to be cancelled. All the relevant information will be passed on to the next board to allow the event to be rescheduled if still relevant.

8.2. The role of PhD supervisor

DION was invited by the Fakultet for medisin og helsevitenskap (MH) to contribute to a supervisor seminar (see invitation in Norwegian below). The seminar targeted new supervisors at the MH faculty. DION was asked to summarize what PhD candidates could wish for from their supervisors. For this purpose, the board and a sub-working group met several times and discussed from their own and their peers' experiences what are best and worst practices regarding the supervisor to PhD candidate relationship. DIONs contribution at the seminar was held in an interactive manner. The 30 participating supervisors were encouraged to engage in group discussions regarding their own good and bad experiences as a PhD candidate. The results of that discussion and DIONs conclusions can be found in a report that is available on our homepage under project reports. The report looks at the relationship between supervisor and PhD candidate from a very general perspective and can hopefully give supervisors and impression what PhD candidates care and worry about.

8.3. Integration of new employees at NTNU (onboarding process)

In 2018, DION conducted a survey, looking at the uptake of new employees at NTNU. The focus of survey lies on the amount of time spent by new employees for settling in and how much support they received to ease the procedure. The analysis of the survey showed that some faculties support their new employees well in this process, while other faculties seemingly make it harder. Overall, the onboarding process should be improved NTNU-wide as a stunning two-thirds majority claimed, they could have saved 30 % or more time when settling in if they had received more support. For a detailed analysis, interpretation and conclusion, please find our published report on our website under project reports.

8.4. Breakfast Meeting with Faculty representatives

On the basis of the "Onboarding survey", DION invited representatives of all faculties at NTNU to a dialogue. A representative of NIRS (NTNU International Researcher Support) and of the NTNU onboarding project were also present. The meeting was intended for exchange of different practices at the different faculties and to talk about the preliminary results of the survey. Overall, the results

raised concern and participants agreed that changes in the current practices are necessary. The leader of the NTNU onboarding process Marit Martinsen introduced what her working group is currently doing and how their working plan and progress is going ahead. DION and the other participants got the impression that these advances will improve the current situation and tackle the most relevant and pressing problems. The NTNU onboarding project is set to finish by the end of 2021. For more details, read our summary of the meeting on our webpage: <https://org.ntnu.no/dion/2019/10/dion-meeting-with-ntnu-faculties-to-discuss-onboarding/>.

8.5. DION choir

During AA 2018/2019, one of the most successful events which was supported by DION grants was the PhDs and PostDocs choir. Unfortunately, after a couple of rehearsals it was suspended because of personal problems occurred to the conductor. The board agreed to revive it, and Mattia was appointed as organizer and conductor. After a troubled start, the number of participants increased, until it settled to 15-20 participants. Weekly rehearsals initially took place in Sentralbygg (Mellomrommet) and were then moved to Realfagbygget (R3). Given the passion and the number of participants, we recommend the next board to maintain the choir, since Mattia is still available to lead it.

8.6. DION merchandising

In order to increase DION's visibility, merchandising materials were purchased. This includes T-shirts and roll-ups for Gløshaugen and Dragvoll. The roll-ups are intended to be used for visibility at events and could possibly be placed permanently at highly visible spots around the campus.

8.7. Coronavirus and confinement consultation

Further to the measures implemented in Norway and by NTNU to reduce tackle the coronavirus pandemic, DION set up a monitoring and consultation process with its members to identify and understand how the situation was affecting PhDs, post-doc and temporary scientific staff. A Microsoft Team was set up where members could share their questions and an e-lunch was organised on March 25th, 2020. Further to that process, DION wrote a brief highlighting these concerns, which was sent to NTNU Rector for research, Faculties and unions. The brief was also published on DION's [website](#) and social media channels. DION President Angelina Penner also gave an interview to [UniversitetAvisa](#) on this issue, published on April 1st, 2020 alongside a statement from NTNU Prorektor for Research.

DION continues to monitor the situation, collects questions via Teams and shares relevant information with its members.

9. Information Channels and Social Media

DION makes use of five digital information channels: the DION website, the DION NTNU page on Innsida (the NTNU intranet), Facebook, Twitter and Instagram. The following statistics summarize the number of subscribers for each channel:

- Total number of views of the DION website was 6576 (May 2019 – April 2020)
- DION on Innsida has 412 subscribers compared to 330 in April 2019;
- The Twitter account has 205 followers;
- The Instagram account has 80 followers;
- The Facebook page has 1542 followers compared to 1379 and 1157 in April 2019 and 2018, respectively.

In addition, we issue a newsletter by email to temporary scientific employees who have signed up for it (news@dion.ntnu.no) on our website or through an event or presentation. The mailing list has 506 subscribers per 06 April 2020.

This year, DION has fully refreshed and updated its website. The home page features up-to-date information about news and activities. A new section called [How can we help?](#) gathers key information, links and documents related to temporary staff employment and life at NTNU. Information on current and past [DION grants](#) has also been added. Access to documents, such as the statutes, newsletters, projects, minutes from the Board meetings etc was maintained unchanged. The website also features the shortcuts to the DION page on Facebook and is synchronized with DION Twitter and Instagram accounts. In this way, after being published on Twitter, all tweets are displayed automatically on the website. On average, the website has 23 views per day with the home page being the most viewed where all news is displayed.

DION published around 126 Facebook posts during this board period, compared with 80 and 90 in 2018-2019 and 2017-2018 board periods, respectively. 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 engagements (and their shares) reached 500 - 800 people. The lowest reach for a post was 69. The posts with highest reach were regarding an announcement of a Crash Course in PhD rights by NAR, the announcement of DION Choir, and an article on Khrono that documented DION's opinion on the unequal pay situation (2000, 1400 and 1200 respectively). DION paid around 500 NOK to boost different events and announcements. We had 12 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. Total number of responses for events was 1995, and the grant event *How to succeed with team building in multidisciplinary projects?* had the highest engagement with 6300 people reached. In addition, all the events were shared on all other DION information channels.

10. Financial overview

The financial year of DION follows the calendar year, and not the board period. We therefore present a financial overview for 2019 (Table 1) along with a proposed budget for 2020. It should be noted that the accounting of individual items in 2019 is not done precisely between the budget posts, due to NTNU's accounting system that makes it difficult to see what the different disbursements really are. The total amount of expenses is correct.

Before 2016 DION had a yearly funding from NTNU on NOK 15 000. From that time, it was the Student Parliament at NTNU that held the account and the accounting. The activity level was much lower back then and DION still got NOK 16 562 in savings at the Student Parliament.

The budget for 2020 is shown in Table 2. Compared to 2019, there is a significant increase in the amount of money allocated to DION grants and events. This is made possible by the savings for having an online AGM.

Table 1: Financial overview for 2019

	Budget (NOK)	Account 2019 (NOK)
Income		
<i>Funding from NTNU</i>	100 000,00	
Expenses		
<i>DION GRANTS</i>	10 000,00	34 102,94
<i>AGM</i>	10 000,00	
<i>DION Events</i>	40 000,00	28 723,81
<i>Meeting expenses</i>	10 000,00	9 020,20
<i>Travel</i>	5 000,00	3 726,05
<i>Promotional materials</i>	10 000,00	9 467,00
<i>Administration</i>	2 000,00	
<i>Board social</i>	10 000,00	1 403,05
<i>Total income</i>	100 000,00	100 000,00
<i>Total expenses</i>	102 000,00	86,443.05
<i>Sum</i>	- 2 000,00	13.556,95

Table 2: Budget for 2020

	Budget (NOK)
Income	
<i>Funding from NTNU</i>	100 000,00
Expenses	
<i>DION GRANTS</i>	35 000,00
<i>AGM</i>	1 000,00
<i>DION Events</i>	35 000,00
<i>Meeting expenses</i>	10 000,00
<i>Travel</i>	4 000,00
<i>Promotional materials</i>	3 000,00
<i>Administration</i>	4000,00
<i>Board social</i>	8 000,00
<i>Total income</i>	100 000,00
<i>Total expenses</i>	100 000,00
<i>Sum</i>	0,00

11. Open Points for the Next Board

- We strongly encourage the next DION board to keep monitoring the **impact of the coronavirus situation** on PhDs, post-docs and temporary scientific employees and NTNU's policies in this regard. The current restrictions will most likely have long term effects on several DION members that will require support from the next board. At NTNU, unions and NTNU board representative for temporary staff are important partners in these discussions. At national level, supporting SiN action is DION's main recourse. Point of contact in previous board: Elodie, Lisa, Angelina.
- 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: Angelina.
- 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: Lisa.
- 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.
- The current DION board also advises to continue the collaboration and renovate the involvement in **SiN** (Stipendiateorganisation i Norge). Contact point in previous board: Lisa.
- We encourage the next board to reschedule the **Mental Health Awareness week**. Contact point in previous board: Elodie.
- We encourage the next DION Board to promote and develop the **social media channels and the website**. The website offers an important repository of information to address queries and keep record of activities. 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, grant calls and a monthly newsletter have also proven to be efficient, and we recommend continuing this practice. Contact person in previous board: Masab Annaqeeb (social media and website), Davit (grants and newsletter)
- DION choir is a very successful initiative, with numerous passionate participants. We recommend the next board to maintain it, possibly appointing the previous conductor as referee. Contact person: Mattia Veroni.

- 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 **PRIDE parade**, we recommend collaborating with NTNU Lgbtq+. Contact person in the previous board: Masab Annaqeeb
- DION now has two roll-ups for use at Dragvoll and Gløshaugen. These should be used actively, and it should be looked into whether it is possible to place them permanently.
- **DION choir** should be kept running by the next board, due to the increasing number of participants and their passion. The only budget reserved for the rehearsals is a pack of cookies (roughly 30 NOK) per rehearsal. Since Mattia will not be in the next board, it might be better to include it as an application for DION grants call in the next Fall.

12.DION Board Meetings

Date	Meeting
02.05.19	Board Transition Workshop
09.05.19	President and Vice-President Transition Workshop
29.05.19	DION Board Meeting
19.07.19	DION Board Meeting
04.09.19	DION Board Meeting
04.10.19	DION Board Meeting
19.11.19	DION Board Meeting
17.12.19	DION Board Meeting
24.01.20	DION Board Meeting
24.02.20	DION Board Meeting
26.03.20	DION Board Meeting
28.04.20	Annual General Meeting

The minutes from the board meeting are available here:

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