



## Board Meeting 002 /2019 - Minutes

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**Date:** May 29th 2019, 09.00 - 12.00

**Place:** Dragvoll, Building 11, Level 5, Meeting room 11563

**Invited:** DION board members and observers

**Invited observers:** Sigrid Rønneberg, Ewa Morsund

### Agenda

**Welcome / Angelina**

**Quick check-in/ update from each board member: How do you do?**

→ David has a Tekna Meeting at 11.00 and leaves the board meeting early.

### Cases

**Update on past events:**

**SiN AGM on May 23<sup>rd</sup> in Stavanger / Lisa and Tor Anders**

The SiN AGM in Stavanger was relevant and interesting. Lisa is one of the 10 new board members.

One of the outcomes of the AGM is the wish and appeal for better exchange between the interest groups, especially to the university in Bergen as the organization there is quite young. The board members in Bergen do not get compensated and their approach to organizing events is based on working groups/ task forces consisting of engaged people and one board member. These task forces resemble in a way our grant approach, but are more permanent than that.

Lisa suggest thinking about implementing group grant or a preference of grant applications that are organized by 2 or more people.

Other topics discussed were Plan S (Open Access Science) and how SiN should respond to it.

It also became clear in the exchange with other organizations that career development remains as one of the most relevant topics for PhDs and temporary scientific staff.

### **May 17 parade / Lisa**

Went well. However, the old pride flag caused some confusion about who/ what DION was. Lisa suggests to think about a new DION flag.

### **DION in Gjøvik / Davit**

All good. Board game night and movie night successful and well perceived.

### **Stoic Principles and Pitch you Idea events in Trondheim**

Fairly successful as well with around 17 people visiting each of the events. Presentations will be published on the DION webpage

### **NTNU board updates, ideas and cases to discuss / Sigrid Rønneberg**

Sigrid talked to us about her idea for a start-up event for PhDs and about the upcoming NTNU board meeting on June 6, 2019.

The idea for the start up event is outlined as follows:

### **Start-up meeting for new PhDs, postdocs and researchers**

- Half-day conference (12-16), lunch from 1130
- Invitation to all members of DION
- September 2019

### **Description**

Starting a in a temporary employment at NTNU can be confusing, both for Norwegians and international candidates. This start-up meeting will deal with the most important aspects of employment at NTNU and give information about where to go if you get problems. The information will include both DION, the structure of NTNU, NIRS and the importance of trade unions.

### **Program:**

- 1200: Welcome (DION)

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- 1205: About DION and what is important to know as temporary employed at NTNU
- 1245: NIRS
- 1315: Break
- 1330: Board member - organization of NTNU. Your leader is your department head, not your supervisor
- 1350: Occupational Health Services - what do you need as temporarily employed
- 1415: Break
- 1430: Tekna: The history and importance of trade unions in Norway (Alexander Iversen, same as AGM)
- 1500: Tekna NTNU - What can we do for you
- 1515: Forskerforbundet NTNU - What can we do for you
- 1530: Discussion and questions

The DION board appreciated the idea and discussed its practicalities.

We wondered whether there is a budget from NTNU for this event and Sigrid encouraged us to get in contact with the pro-rector in case we would like to organize such or a similar event. Unions and invited organizations might have a PR budget or the like as well.

Another cooperation partner to think with in these lines is NIRS (NTNU International Researchers Support Group).

We have not reached a clear decision about the details about such an event, but the first thoughts were triggered.

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With regard to the upcoming board meeting, Sigrid informed us about the situation of temporary employed scientific staff.

Last year's board decision stated that researchers working for more than 2 years should normally not be temporarily employed. PhDs and recruitment positions are excluded from that decision as those are considered necessarily temporarily employed positions.

A problem occurs in the case of the so-called "temporarily permanent employees" (midlertidig fast ansatt), who are externally financed, project-based funded (and hence temporary) employees. Their permanent employment is temporary as it is bound to the external financing and becomes problematic, when financing runs out. NTNU's communication about this form of employment is lacking transparency and, in many cases, it is not clear to the researcher that they are only temporarily permanently employed.

This lead us to also address the issue that summaries of board meetings are not available in English and therefore not easily understood by international non-Norwegian speakers.

After Sigrid presented that case, the DION board discussed the issue loosely and set up a plan of action for the upcoming days: As soon as we have the document for the NTNU board meeting, Erland translates the relevant paragraph to English, the DION board

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discusses the issues via Email and Angelina sets up a response, which she will send to Sigrid before the board meeting. Sigrid will then correspond back after the meeting.

### **Budget overview and planning**

Including making plans for the use of the annual funds received from the pro-rector for research (NOK 100 000) and making guidelines about how we want to distribute grants this year.

The budget for this year's DION board is currently till not updated. Possible contact persons for that are Nina and Chris from the last board.

The consultant situation in general is still quite unclear for this year's board. Angelina will have a meeting with Kine next week about that.

We wonder how the other interest organizations manage their budgets and Lisa suggests to take contact with the university in Oslo about that.

### **Planning Social and academic meetings and gatherings**

What kind of events do we want? When? Who can take charge of what event?

In the last part of this meeting, we brainstorm and talk about what kind of events and social meetings points DION wants to create for their members.

We talk about the following aspects:

Event Ideas:

Angelina sets up a calender and signs people up, they can then change

Movie Nights (regularly)

Happy Hour (regularly)

The low-threshold events should ideally be free of charge for the participants.

Costly events need a limitation of group size and binding registration of people. In some occasions it will be ok to ask participants to pay a (small) fee.

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We further discussed the question: What do we want DION to be?

Answers included:

- Social
- Low threshold
- Open and accessible

Inspired by Sigrid's input, we brainstormed about what kind of event we would like to create for PhD:

- Topic: Off-boarding and career
- Start-Up / Know your rights day: fair-like event, with presentations in the morning or parallel sessions (suggestion)
- Giving information you usually not hear, as concrete as possible
- Idea: Fictional PhD story as red line through the event: from start to end
- Tentative Date: November?!
- Get in contact with NTNU board (?) or whoever can help us with that

Angelina volunteered to write an outline for this event, but wants to pick up this aspect again in the next board meeting.

### Other cases?

Lisa points to the survey conducted by the previous DION board about the on-boarding experiences of temporary employed staff and asks who to address this to. Sigrid suggest to communicate it to the Central Research Committee.

Lisa suggested to conduct a survey amongst PhD, post- doc + about their career development, as a helpful tool for negotiations.

Elodie points out that the FAQ on our website are outdated and need an update.

On-boarding practices need a follow up with departments:

The on-boarding survey needs to be communicated to the various departments at NTNU and their current on-boarding practices (e.g. do they have welcome letter) reviewed.

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Angelina and Tor Anders need to think about and plan breakfast meeting with departments in the next semester.

### **Suggestion for the next DION board meeting**

The meeting is open to discussion from all attending parties and for any case not already announced.

Welcome!

Angelina Penner

President DION

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