



Annual Report 2021/2022

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Summary

DION board for 2021/2022 was elected at the digital Annual General Meeting 12th April 2021. The election was parted in two, first for president and then for general board members. The board period started directly after the meeting, and a transition meeting was arranged for 25th of April 2021. One board member from the last board was reelected, which has been invaluable for transferring organizational knowledge across the boards. The board had 12 board meetings, which mostly have been in person in Trondheim and digitally for the members in Gjøvik. The first meeting after summer was held in person, and we had dinner together to get to know each other better. The board had a great heterogeneity, with members across five faculties, and two campuses, with good gender balance, and members from all over the world. Unfortunately, we have not had Ålesund represented in the board, but we have been in contact with, and hosted events in Ålesund, with the hopes of increase the interest of DION there. The working language on the board has been English, and we used Teams for communication between the meetings.

During the board period, DION arranged 20 events across all campuses and cohosted 3 events. Additionally, we had a Mental Health Awareness week, with a total of 10 events. DION also granted three events with our funding. The board has been active in answering questions by email and passing on information of relevance for PhD-students and post docs through our many channels: Facebook, Instagram, Innsida, email and our newsletters. We have been in the media on several occasions and collaborated with Forskerforbundet and Tekna, NTNU International Researcher Support (NIRS), Norwegian Students and Academics International Assistance Fund (SAIH), and many more. Since the previous board, DION have a permanent position in the Universite Research Committee together with pro-rector and pro-deans of research. New for this board period, is a seat at Innovation council. We were also represented in Sentralt Ansattelseorgan. DION has participated in many working groups and organs of NTNU: Campussamlingprosjektet, International development plan, Language policy revision, and two PhD-career day committees. We have also worked together with our national organ, Stipendiatorganisasjonene i Norge (SiN), attended their quarterly meetings, and attended their AGM in November. To make ourselves known, we have presented DION for new temporary employees across several faculties.

One recurring topic during the year has been the consequences of covid-19. We have seen restrictions come and go, and come again, which also has had effects on our board work. Events have been cancelled at short notice, and we have had to adapt to the uncertainties. Like the last board, we have raised our voices to point out how PhD-students and post docs have been affected. And we must continue to address this, because we still do not know the effects of Covid-19. Our message is clear, temporary employees are in a certain vulnerable position, and must easily be granted an extension for the delays we suffered. Further, psychosocial work environment must continue to be on top of the agenda, for making NTNU an attractive place for PhD- and postdoctoral students.

As an interest organization, DION is in a position to both criticize NTNU and being a constructive partner for collaboration and development of the PhD and post-doctoral program. A success factor has been DIONs good reputation, which has made this work much easier. I am thankful for all of you who have contacted us, those who collaborated with us, and not least, all of you who have attended our events.

On behalf of the DION Board: Martin Brattmyr (DION President), Trondheim March 30th, 2022

Board overview

Board meetings

The board has had 12 ordinary board meetings. The meetings were open for everyone to attend without voting rights. The two board members from Gjøvik attended digitally except for the August 2021 meeting, in which they travelled to Trondheim. The board meetings are shown in Table 1.

Table 1: DION board meetings in the period 2021/2022.

| Date | Type of meeting | Form |
|----------|--------------------|----------|
| 12/04/21 | AGM | Digital |
| 25/04/21 | Transition Meeting | Digital |
| 05/05/21 | Board Meeting | Hybrid |
| 27/05/21 | Board Meeting | Hybrid |
| 24/06/21 | Board Meeting | Digital |
| 27/08/21 | Board Meeting | Physical |
| 30/09/21 | Board Meeting | Hybrid |
| 12/10/21 | Board Meeting | Hybrid |
| 28/10/21 | Board Meeting | Digital |
| 25/11/21 | Board Meeting | Hybrid |
| 14/12/21 | Board Meeting | Hybrid |
| 20/01/22 | Board Meeting | Hybrid |
| 24/02/22 | Board Meeting | Hybrid |
| 16/03/22 | Board Meeting | Digital |
| 07/04/22 | AGM | Hybrid |

Board composition

During the board period 2021/2022, the DION board had the following members:

Table 2: Elected board members in 2021/2022

| Position | Name | Faculty-Department |
|----------------|----------------------------------|--------------------|
| President | Martin Brattmyr | SU-IPS |
| Vice-President | Amanda Singleton | MH-IKOM |
| Board member | Aida Akbarzadeh | IE-IIK |
| Board member | Olga Cherepkova | IE-IDI |
| Board member | W. Ludwig Kuhn | IV-EPT |
| Board member | Regina Matveeva | NV-IKJ |
| Board member | Payel Chatterjee | NV-IFY |
| Board member | Siamak Karimi | IV-IMT |

DION consultant

DION has also had a consult from student services division, Kine Sørli. Kine has provided a lot of valuable information and knowledge to this board. She has also helped the board with administrative duties and been a guardian of the substitution of sitting on the board. In February 2022, Kine left over her responsibilities to her colleague Line Løkås in a meeting with Martin Brattmyr. During this meeting, we discussed where DION should get consultant services. Extensions and budget are paid by pro-rector research's office, but consultant is employed at students' division. The question was therefore brought up to the stab at pro-rectors' office. They understand the issue. However, for the day being, they are not having the resources to deploy a consultant for DION from their office.

DION activities

Activity highlights

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

- Hosted and cohosted **34** events at all three NTNU campuses.
- The DION board assisted in **14** inquiries and **17** requests for dissemination of information.
- DION funded **3** grants.
- 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.
- Gave **9** 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 on 27th November 2021. Siamak ran for a board seat and was elected as social media officer.
- Continued the representation on NTNU Gjøvik with two board members.
- Completed an event in Ålesund in March 2022 to promote DION and to engage potential new board member candidates ahead of the 2022 AGM.

DION events

During the board period 2021-2022, 24 events were hosted by DION, alone or as a cohost. All the events are listed in Table 3. Events hosted as part of the Mental Health Awareness Week and DION grant events are not included.

Table 3: Events hosted and cohosted by DION from April 2021 to March 2022.

| Date | Event | Place |
|-------------|---|-----------|
| 17/05/2021 | Photo contest 17th May | All |
| 19/05/2021 | Pint of science (Cohosted) | Trondheim |
| 02/06/2021 | Happy hour | Gjøvik |
| 23/06/2021 | Eiktunet Summer Solstice | Gjøvik |
| 02/07/2021 | BBQ event | Trondheim |
| 15/07/2021 | Zumba | All |
| 24/07/2021 | BBQ event | Gjøvik |
| 16/09/2021 | Summer grants Meditation | Trondheim |
| 18/09/2021 | Hike Estenstadshytta | Trondheim |
| 21/09/2021 | Summer grants Yoga | Trondheim |
| 23/09/2021 | Mushroom Hunting | Trondheim |
| 27/09/2021 | Hike Eiktunet | Gjøvik |
| 01/10/2021 | 25th birthday | Trondheim |
| 02/10/2021 | Lillehammer museum | Gjøvik |
| 21/10/2021 | Photo contest Autumn | All |
| 22/10/2021 | Board game night | Gjøvik |
| 1-5/11/2021 | Mental Health Awareness Week (MHAW) | All |
| 10/12/2021 | Holiday movie night | Trondheim |
| 16/12/2021 | Secret Santa | Gjøvik |
| 29/01/2022 | Ski course | Trondheim |
| 04/03/2022 | Hunderfossen winter Trollnight (Co-hosted) | Gjøvik |
| 11/03/2022 | Movie night | Ålesund |
| 11/03/2022 | Free to Think- Academic Freedom (Co-hosted) | Online |
| 26/03/2022 | Bowling with DION | Gjøvik |
| 01/04/2022 | Bowling | Trondheim |

DION grants

In total, 3 grants were financed by DION during the 2021-2022 board year. The first grant was given to the Pint of Science event, which was held May 19th-21st, 2021. During this event, science from different research fields was presented in a relaxed environment at Habitat, Trondheim.

Funding was given to make two workshops at Trondheim Yoga and Meditation in Trondheim, one titled “Meditation for Stress Management Workshop” and the other “Yoga for Inner Peace Workshop”. Both took place in September 2021 (21st and 16th, respectively).

Other events

Free to think

Norwegian Students and Academics International Assistance Fund (SAIH) was hosting a release event for Scholars at Risk Academic Freedom Monitoring Project, Free to Think. DION was co-hosting the event, together with NTNU and forskerforbundet. Unfortunately, the event had to be postponed from December 2021 to March 11th, 2022, due to covid-restrictions. The event was streamed live, with many prominent speakers. Due to the war in Ukraine, some of the panel was changed to discuss the humanitarian crisis.

Fremtidens teknologistudier-prosjektet (FTS) seminar

NTNU created a mandate to investigate the [future of technology studies](#) in 2019. This project was finished by the end of 2021, and the results were presented during a seminar on December 10th. During this meeting, DION was invited to participate in a short interview to represent the PhD study site with regard to wishes regarding the future of technology studies. W. Ludwig Kuhn took part in this.

Mental Health Awareness Week

Mental health awareness week was organized 1-5th November 2021. Events were held in Trondheim and Gjøvik, but not in Ålesund. The goal of MHAW was to raise awareness about the importance of mental health for PhDs, post-docs and temporary scientific staff, provide workshops and tips about how to promote mental health, and inform about services at NTNU.

Table 4: Events in Mental Health Awareness Week (MHAW)

| Date | | Event | Place |
|------------|---------------------------------|---|--------------------|
| 01/11/2021 | <i>Inspiring Monday</i> | Breakfast seminar | Trondheim (Hybrid) |
| 01/11/2021 | | Lunch seminar | Gjøvik (Hybrid) |
| 02/11/2021 | <i>Mindful Tuesday</i> | Meditation workshop | Trondheim |
| 02/11/2021 | | Yoga for grounding and stress relief + Zen meditation | Gjøvik |
| 03/11/2021 | <i>Move Your Body Wednesday</i> | Pilates + Zumba + Tai Chi workshop | Trondheim |
| 03/11/2021 | | Zumba workshop | Gjøvik |
| 04/11/2021 | <i>Hungry Thursday</i> | Bibliotherapy | Trondheim (Hybrid) |
| 04/11/2021 | | Movie night | Trondheim |
| 05/11/2021 | <i>Feel Happy Friday</i> | Improv workshop | Trondheim |
| 05/11/2021 | | Movie night | Gjøvik |

Reflections

- Plan on having events after work hours.
- Timing was poor, the first week of November is popular for workshops and conferences.
- Too much information was given at once. Decrease the density.
- Perhaps Mental Health Month. Maybe too much with one week.
- Hard to reach out to everyone.
- Merge all the events into one sign-up sheet. Everyone can choose which events they want to attend.

Feedback form

We sent out a feedback form to all participants. We awarded two movie tickets to one random person who completed the survey form. Summary of the survey:

- Physical activity events should be conducted somewhere not visible to non-participants (people felt self-conscious when people passing the room could look in).
- More social time before and after the event to meet other people.
- More outdoor events.
- Better sound for digital participants.
- More interactive sessions about how to improve/maintain mental health.
- Make it clear how the event relates to mental health beforehand.
- Better dates.

DION communication

Social Media

DION was actively present on social media such as Facebook (in the groups DION – PhD and Temporary Scientific Employees Interest Organization at NTNU, DION forum) and Instagram (ntnu.dion). The university platform Innsida was also very actively used to communicate valuable information and to invite people for events. According to the survey after the Mental Health Week, the most effective source to reach out is Innsida, but many also stress that they do not check Innsida that often. Therefore, a WhatsApp group with DION related information has been set up in Gjøvik. This needs to be extended to Trondheim and Ålesund.

Newsletter

DION newsletter is one of the important channels to increase the visibility and get in touch with PhDs, PostDocs and temporary staff, in particular newcomers, as their email addresses will be added to the newsletter email list after joining NTNU, and they will receive the newsletter in their inbox. Therefore, the DION newsletter has been actively used to inform about DION board meetings and other communication channels such as Facebook and Instagram, promote events initiated by DION and share relevant activities and information.

Email inquiries

Giving the temporary scientific staff at NTNU a low threshold contact point is one of the main focus areas of DION. As of March 31st, the board received 14 inquiries from PhDs and PostDocs regarding Covid-19 related measures and restrictions, duty work and workplace problems, project funding, application regulations and project money usage. In addition, 17 questions regarding dissemination of information and collaboration possibilities were received.

In media

During the board year 2021-2022 media has been interested to follow up on DIONs work several times. Two times were related to the impact of the pandemics has had on PhD-students and post docs. First from forskerforum in 2021, which was a follow up from a previous interview. NTNU is claiming there was no significant increase of delays, while our indications tell us that the good numbers have the back side of worsened quality of the PhD-education:

<https://www.forskerforum.no/ntnu-ingen-okning-i-forsinkede-stipendiater/>

In 2022, the risk management business Safetec made a report of NTNUs management of the pandemics. The results are amongst others highlighting the need for more focus on mental health for the employees, and temporary employees as especially exposed. In relation to this report, Martin Brattmyr was interviewed:

<https://www.universitetsavisa.no/beredskapsledelse-dion-idd-andrea-christensen/ntnu-ma-forsta-hvor-toft-stipendiatene-har-hatt-det/208892>

DION has also had a certain focus on the workplaces of temporary employees. New buildings, and renovations of old ones will with a high probability end up in open offices for temporary employees. This we have reacted against. Unfortunately, this will also be the fact Nationally, and has been raised to the interest organization on national level SiN. Martin Brattmyr was interviewed about the down prioritizing of temporary employees when it comes to decent workplaces:

<https://www.universitetsavisa.no/akrinn-dion-gunnhild-saksvik-raanes/stipendiater-i-apent-kontorlandskap-sliter-med-a-konsentrere-seg-i-all-stoyen/204946>

Finally, it is in DIONs interest to safeguard the use of temporary employees according to the rules and regulations. In 2021, NTNU made a high profiled agreement with a former associate professor, which resulted in a golden handshake. In the agreement, the former permanent employee got a four-year post-doc position, with the highest salary of any temporary employee, almost one million NOK per year, plus other benefits. Martin Brattmyr was interviewed on the decision that was against NTNUs own regulations:

<https://www.forskerforum.no/stusser-over-eikrems-avtale-virker-veldig-spesielt/>

DION as a collaboration partner

The University Research Committee

President of DION has since last board period had a permanent position in The University Research Committee of NTNU. The board is the strategic advisory body for the rector and is led by pro-rector research Tor Grande. The committee is mostly attended by vice-deans of research from the faculties, but also other representatives across NTNU. Martin Brattmyr has attended 10 of the meetings. We have commented upon decisions and discussions related to the interests of temporary scientific employees at NTNU and have amongst others written hearing replies to drafts for the consequences of the pandemic.

Innovation council

The vice-president of DION has since April 2021 had a position in the Innovation Council at NTNU. The main goal of the innovation committee is to advise the dean on strategic issues within the area of innovation in order to ensure the best possible conditions for this activity at NTNU. The committee is led by the vice-rector of innovation and consists of all the vice-deans of innovation from the faculties as well as a PhD and student representative. Amanda Singleton has attended 12 meetings. We have discussed issues regarding reorganization of NTNU TTO, the innovation indicator pilot project, the NTNU innovation strategy for the period 2022-2025, the development agreement with the Ministry of Education for the period 2023-2026, and finally, further development of NTNU's support functions for the realization of the broader innovation mission.

Sentralt Ansettelsesorgan (SAO)

The Sentral ansettelsesorgan (SAO) is an organizational unit working with specific cases of dismissal due to surplus (following statsansattelovent §19). It was established in August 2020 and consists of two groups, one for scientific and one for technical/administrative staff. Within the first-mentioned, a representative for temporary employees takes part, which was represented by DION board member W. Ludwig Kuhn from September 2021. SAO's purpose is evaluating possibilities of offering similar suitable positions to the dismissed employee. During annual workshops, a juridical foundation is provided to the members. The workshop happened in November 2021 and was attended by W. Ludwig Kuhn. More information on SAO can be found here: <https://i.ntnu.no/wiki/-/wiki/Norsk/Sentralt+ansettelsesorgan>.

Stipendiatororganisasjonene i Norge (SiN)

Stipendiatororganisasjonene i Norge (SiN) is the national interest organization for PhD-students and postdocs, representing 90% of all PhD-students in Norway. Martin Brattmyr has attended three quarterly meetings with representatives across Norway. Martin Brattmyr and Siamak Karimi attended SiN AGM in Bergen 27th November 2021, and Siamak was elected Social Media officer.

Work groups

Campussamling Temabrukergruppe Arbeidsplass

In 2018, the Norwegian government approved the campus in Trondheim to be centralized. The project is planned to be finished in 2028 and has a budget of 11.9 billion NOK. It is led by the governmental building management company Statsbygg, and uses consultants and subcontractors for leading subprojects. Five user groups were created, and president of DION, Martin Brattmyr was asked to represent temporary employees in the workplace user group. The goal was to develop principles of the upcoming workplaces, using a mandate developed by a rector decision from former rector Bovim, through an overall project group, led by director of organization at NTNU. The group has had 8 meetings, including workshops and discussion meetings. The principles were accepted by rector Borg 14th February 2022. These principles will now be used in other sub-projects, klyngebrukergrupper.

International development plan

In 2021 NTNU's international development plan was revised, for 2022-2025. Martin Brattmyr represented temporary employees at 8 meetings. The new plan covers amongst others, international cooperation, participation in EU framework programs, and international mobility.

Language policy revision

In September 2021, Rector Anne Borg appointed a group to review NTNU's language policy guidelines. The group consists of five permanent employees and a secretary as well as a student and a temporary employee, represented by DION board member W. Ludwig Kuhn. Two of the group's members have an international background. The need for a revision arises from the change within the university and the outside world since the last language policies were established in 2009. The mergers have widened professional environment and education, while the internationalization of both students and employees has increased. More and more students choose to undergo exchange terms, while the number of international students coming to NTNU for exchange increases as well. In addition, an increasing number of employees at NTNU come from abroad. All these things changed the use of languages at NTNU. At the same time, the university has by law a responsibility of developing the Norwegian professional language, which causes a cross pressure between emphasizing Norwegian language and internationalization. The language revision committee therefore got the following mandate:

- The group will assess and propose changes to NTNU's language policy guidelines.
- The group will be based on the overall goals set for NTNU's activities by the authorities and NTNU itself. The group shall familiarize itself with relevant national laws and regulations. It should also look at practice at other Norwegian and Scandinavian universities.
- The guidelines must be clear and concise.
- If the group proposes guidelines that require the organization to develop, the group shall propose the necessary measures to achieve this.
- The group will propose how NTNU can ensure that the language policy guidelines are followed in the organization.
- The financial consequences of the revised guidelines must be assessed.
- The group will complete the work by the end of June 2022. It should have a dialogue with the organization during the work on key issues and dilemmas.

Through monthly meetings starting in November 2021, a general need for changes has been assessed, and revisions to the language policies from 2009 were discussed. To include a wider perspective from NTNU, two panel discussions were organized and took place in one event in March 2022. DION board member Payel Chatterjee represented the temporary employees at the event, discussing the use of Norwegian and English in the work environment. Additional input to the revisions was found in recent guideline revisions at other Norwegian universities. To show the range of discussions within the committee it was decided to make a preface to the guidelines, stating everything that didn't find its way into the main text and giving room for proposals on implementation. The committee's work will be finished in June 2022.

Programkomitee Phd career day

Martin Brattmyr represented temporary employees in two committees of career day. The first committee had two meetings, and a workshop for PhD study supervisors at NTNU. The second committee had 6 meetings and is directed at all PhD-students at NTNU. The event will be hybrid, with three blocks, aimed at a career in academia, public sector and private sector, with a tour at Zeb-lab, 5-6 May 2022.

Meetings with the unions

DION invited Forskerforbundet and Tekna to a joint meeting. The meeting was very constructive, and we are sharing many joint concerns. Although the temporary employees are the largest groups of employees, the unions are struggling with recruitment. DION is putting the rights of temporary employees as one of our tops of our priorities. For making the unions more influential of our rights, we need more PhD and post docs to unionize. The board are therefore active in promoting the unions. Martin Brattmyr presented some of DIONs concern for representatives from forskerforbundet at Scandic Nidelven 9th December 2021.

DION promotion

To raise awareness of DION at NTNU, 9 presentations were held during introduction courses for PhDs at the faculties. This helped spread information about DION's tasks, offers and events among NTNU's temporary scientific employees.

Table 5: Presentations at NTNU

| Date | Faculty or group | Responsible |
|------------|------------------|------------------|
| 16/09/2021 | MH faculty (ISM) | Regina Matveeva |
| 05/10/2021 | IV faculty | W. Ludwig Kuhn |
| 21/10/2021 | IKP forum | W. Ludwig Kuhn |
| 28/10/2021 | SU faculty | Martin Brattmyr |
| 09/11/2021 | ØK faculty | Amanda Singleton |
| 10/11/2021 | MH faculty | Amanda Singleton |
| 22/02/2022 | IV faculty | W. Ludwig Kuhn |
| 23/03/2022 | MH faculty | Amanda Singleton |
| 01/04/2022 | HF faculty | Regina Matveeva |

Merchandise

In the summer of 2021, we ordered 250 promotional pens and 100 notebooks for a total of 3,598.40 NOK from igoprofil.no. Less than 25% of the pens/notebooks were used, so the budget for promotional materials for 2022 was reduced. From before, we have both banners and t-shirts, available for the next board to use.

Financial overview

The DION fiscal year follows the calendar year and not the board period. We therefore present a financial overview for 2021 in Table 1 along with a budget for 2022 in Table 2. For financial overview in 2022 there might be some expenditure not reported, due to delays in the systems from NTNU.

Table 6: DION financial overview for 2021.

| | Budget (NOK) | Account 2021 (NOK) |
|------------------------------|--------------|--------------------|
| Income | | |
| Funding from NTNU | 100 000 | |
| | | |
| Expenses | | |
| DION GRANTS | - 10 000 | - 18 957 |
| AGM | - 30 000 | 0* |
| DION Events | - 45 000 | - 73 120,05 |
| Meeting expenses | - 5 000 | - 9 629,93 |
| Travel | - 4 000 | |
| Promotional materials | | |
| Administration | - 2 000 | - 181,25 |
| Board social | - 10 000 | |
| | | |
| Total income | 100 000 | 100 000,00 |
| Total expenditure | 102 000 | -101 889,01 |
| Sum | -2 000 | -1889,01 |

*Included in the Event post from NTNU Financial overview system

Table 7: The DION budget and expenditure for 2022.

| | Budget (NOK) | Account 2022 (NOK) |
|------------------------------|--------------|----------------------------|
| Income | | |
| Funding from NTNU | + 100 000,00 | |
| | | |
| Expenses | | |
| DION GRANTS | - 10 000 | |
| AGM | - 30 000 | |
| DION Events | - 45 000 | |
| Meeting expenses | - 5 000 | - 300,00 |
| Travel | | - 5 118,00 |
| Promotional materials | | |
| Administration | - 2 000 | |
| Board social | - 10 000 | |
| | | |
| Total income | + 100 000 | |
| Total expenditure | 102 000 | - 5418* (as of March 2022) |
| Sum | -2 000 | +96 582 |

* More expenditure waiting to be registered, due to delays in the system.

Open points from 2020/2021

In the annual report from 2020/2021 board, the current board was presented with suggestions for further board work. The first bullet point, to keep monitoring the impact of covid-19 has been an important question throughout the whole board period. It has resulted in many enquiries on email, and the current board has worked hard to highlight this issue toward responsible at NTNU. But we have also been trying to be constructive and have been collaborating with NTNU in several work groups and have had workshops and seminars for temporary employees i.e., mental health week. In 2021, the board supported *stipendiatoppøpet*, with a collective two-month contract extension for all temporary scientific employees, and individual assessment for those in need for more time. Unfortunately, NTNU has executed an individual assessment strategy. DION has several times criticized this strategy. Even though NTNU has published regulations on how extensions should be handled, we have seen how extensions have been handled differently across the faculties, resulting in consequences hitting temporary employees unevenly. At the same time, we have had dialogues with the leaders of NTNU, addressing these issues.

Further, the open points, such as to sit in the *The University Research Committee*, stay connected with other representatives in teams, to stay connected with the campuses in Gjøvik and Ålesund, collaboration with *Stipendiat in Norge*, use of social media channels, and collaborate with pint of science festival has been further elaborated in this document. The open points regarding starting a choir, having monthly happy hours, and attending the Pride Parade have not been followed up by this board. Although very important points, restrictions due to the pandemic have hindered some events, and other social activities have been prioritized.

Open points to next board

- Continue attending councils and work groups. These councils and work groups often have real power influencing the development of NTNU. Further, attending these groups makes DION an attractive collaboration partner for NTNU in other projects.
- Following up on the war on Ukraine. At the time being, we do not know the consequences of the war. But DION can be a proactive force to prioritize the needs of PhD-students and postdocs.
- Continue to stay connected with representatives across NTNU. This is managed through a Teams-channel.
- If the next board is conducting a mental health event, we recommend doing it over an extended period, for example once a week for a month. Depending on the level of ambition, a mental health week takes a lot of work, which can be too much to handle.
- If not represented in the board, continue to reach out to campuses at Ålesund and Gjøvik. Especially in Ålesund, many PhD students feel isolated and without a support network.
- Collaborate with student representatives in joint events and common issues.
- Decide on a board member responsible for finances. The last couple of years (2021 excepted) DION have underspent the budget, thus creating a risk of getting a cut in funding from NTNU.