

Annual Report

Doktorgradskandidatenes Interesseorganisasjonen ved NTNU

**The Interest Organization for
Temporary Scientific Employees at NTNU**



April 2023

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1 Introduction

The DION board for the 2022/2023 period was elected at the Annual General Meeting 2022, which was held in Trondheim and Gjøvik on April 7th, 2022. For the constituents of DION in Ålesund and people who were not able to attend in person, there was an opportunity to join online. The election was conducted in two parts, first for the president and then for general board members. The election results were announced 72 hours after the Annual General Meeting. The transition meeting was held on April 12th, 2022, whereupon the new board took over. Two board members from the previous board were re-elected, which facilitated the transfer of organizational knowledge and experience across the boards. During the board period, there were 14 board meetings, most of which were held in person in Trondheim, with digital participation from members in Gjøvik and Ålesund. The September meeting was held in person in Trondheim, followed by a dinner and a team-building activity at an escape room the next day. The board members were from 8 different countries and represented several faculties across the three campuses. The working language was English, and communication between meetings was facilitated via Teams and E-Mail.

During the board period, DION organized 49 events across all campuses. Among these events are seminars by unions, a visit to the National Museum in Oslo, språkcafe, foraging and mushroom hunt. We extended the previously known Mental Health Awareness Week to a Mental Health Awareness Month with a total of 10 events. These events were organized throughout November 2022. Furthermore, DION organized a series of 5 events in March and April under theme of transferable skills (the so-called Transferable Skills Days). These events facilitated the development of skills, which PhD and PostDoc will take into their next career stage, whatever it will be, academia, industry, startup, public sector or something else. We had events whose goal was to strengthen the ability of temporary scientific employees to clearly and efficiently communicate, present and pitch their ideas to others, solve unexpected problems, or work well in teams. In addition, DION granted funding for 11 events. These grants provided an excellent opportunity to diversify the range of events being organized.

The board was active in answering questions by email and passing on relevant information to constituents of DION through Innsida (main communication channel), newsletters (3 throughout the year) and social media channels such as Facebook, Instagram, Twitter and WhatsApp. DION was featured in the media on several occasions and collaborated with Forskerforbundet and Tekna, NTNU International Researcher Support (NIRS), Startup Migrants, Technology Transfer AS NTNU and other organizations.

DION also had a permanent position in the University Research Committee and retained a seat in the Innovation Council. The organization participated in various working groups at NTNU such as preparation of webinar series “Science Conversations@NTNU” and 2nd Internationalization Conference. Furthermore, DION was actively present on the national arena through staying in touch and attending quarterly meetings as well as the AGM of Association of Doctoral Organisations in Norway (SiN), an umbrella organization for interest organizations for doctoral candidates and/or early career researchers (such as Post docs) at Norwegian higher educational institutions.

The board would like to express its appreciation to all those who reached out to DION, partnered with our organization, and took part in our events during our tenure. We sincerely hope that you had a fulfilling experience in the past year, just as we did, and that you benefited from our initiatives.

On behalf of the DION Board
Regina Paul (DION President),
Trondheim April 11th, 2023

2 Board

2.1 Board composition

The board 2022/2023 composition is given below:

Position	Name	Faculty-Department
President	Regina Paul (née Matveeva)	NV-IKJ
Vice-President	W. Ludwig Kuhn	IV-EPT
Board member	Alicia V. Olivares	NV-IMA
Board member	Anastasia Skarpeti	IV-IHB
Board member	Anum Masood	MH-ISB
Board member	Fereshteh Mirjali	IE-IDI
Board member	Raed Hlayhel	IE-IDI
Board member	Malene G. Vognsen (absent from August 2022)	IE- IDI

Table 2.1: Elected board members for the period 2022/2023.

2.2 DION's consultant

The student services division at NTNU provided valuable assistance to DION, with Line Løkås (DION's consultant) offering her expertise and availability to answer any questions. Additionally, Regina Paul held a meeting with Line Løkås in November to discuss the budget, and subsequently established direct contact with economist Elise Hanstad to obtain the latest information on the budget. At the AGM 2023, Line Løkås was also present and kindly took minutes.

2.3 Board meetings

Throughout the year, the board held a total of 14 meetings, consisting of 12 regular sessions and 2 meetings specifically focused on preparations for the upcoming AGM in 2023. These meetings were open to the public, but attendance did not grant voting rights. Two board members from Ålesund (one from August onwards) and two board members from Gjøvik participated remotely in most meetings, except for the September

meeting, when all members were physically present in Trondheim. A detailed overview of the board meetings can be found in Table 2.3.

Date	Type of meeting	Form
12/04/22	Transition Meeting	Digital
28/04/22	Board Meeting	Hybrid
18/05/22	Board Meeting	Hybrid
07/06/22	Board Meeting	Hybrid
07/07/22	Board Meeting	Hybrid
30/08/22	Board Meeting	Hybrid
30/09/22	Board Meeting	In person
28/10/22	Board Meeting	Hybrid
23/11/22	Board Meeting	Hybrid
14/12/21	Board Meeting	Hybrid
04/01/23	Board Meeting	Digital
03/02/23	Board Meeting	Hybrid
02/03/23	Board Meeting	Hybrid
21/03/23	Board Meeting	Digital
03/04/23	Board Meeting	Digital
18/04/23	AGM	Hybrid
24/04/23	Transition meeting	Hybrid

Table 2.2: DION board meetings in the period 2022/2023.

3 Summary of DION's activity

DION has maintained high activity throughout the board period 2022-2023. The activity highlights are outlined below.

DION board

- continued the representation on NTNU Gjøvik with two board members and started with a direct representation on NTNU Ålesund by two board members (one from August 2022 onwards) as well.
- hosted and co-hosted 49 events at all three NTNU campuses. 10 events were organized under the theme Mental Health and Awareness in November 2022 and 5 events – under the theme Transferable Skills.
- assisted in 28 inquiries and 31 requests regarding events proposals for temporary scientific employees at NTNU and other collaboration possibilities.
- funded 11 grants.
- actively used Facebook, Instagram and Twitter to increase visibility and reach as many temporary scientific employees as possible. In Ålesund and Gjøvik, WhatsApp groups were used for dissemination of information.
- gave 13 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 collaboration with The Association of Doctoral Organizations in Norway (SiN) and participated at the SiN Annual General Meeting on 25th November 2022. Anum Masood and Regina Paul were elected as event officer and vice president, respectively.

4 Events

During the board period 2022-2023, 49 events were hosted by DION, alone or as a co-host. General events are listed in Table 4. Events hosted as part of the Mental Health Awareness Month and within Transferable Skills theme are listed separately in Tables 4.2 and 4.3. DION grants can be found in Table 4.4.

4.1 General events

Spring Photo Contest 3 people participated in the photo contest and shared their beautiful pictures with us. We selected 3 finalists. The winner obtained a gift card for the Improv night by Gibberrish in Trondheim.

Quiz night in Ålesund To introduce DION at campus Ålesund and meet each other, we organized a quiz night to play together. Around 20 temporary scientific employees from different departments joined the event and played in teams trying to answer the questions. DION offered pizza and soft drinks.

Foraging event in Trondheim In the pristine Norwegian forest, there is so much to experience. Even though we like to explore nature, we do not fully understand the fragility and exciting life of the different ecosystems. Most people have very limited knowledge about mushrooms, edible plants, seaweed, and sustainable harvesting. Susan Strickland from Boreal Forest and around 40 PhDs and PostDocs participated in the course to get to know now more about Trøndelag's fauna and sustainable and safe foraging.

Tjuvåskampen hike in Gjøvik In the spirit of summer, and to introduce the newly arrived PhDs and post-docs to the Norwegian lifestyle, we organized a one-day hike around the scenic Tjuvåskampen just south of Gjøvik. 22 people joined and the vibe all the way was very friendly, and many friendships were formed on that day.

Pizza & shuffleboard in Trondheim Summer 2022 in Trondheim was very cold; therefore, our summer activity was pizza and shuffleboard. Approximately 30 temporary scientific employees participated in this activity.

Date	Event	Place
05/2022	Spring Photo Contest	All campuses
20/05/2022	Quiz night	Ålesund (Sukkertoppen)
04/06/2022	Foraging (Boreal Forest)	Trondheim
13/06/2022	Foraging (Boreal Forest)	Trondheim
25/06/2022	Tjuvåskampen one-day hike	Gjøvik (Tjuvåskampen)
12/07/2022	Pizza & shuffleboard	Trondheim (D3-114), WorkWork
14/09/2022	Mushroom hunting (Patrick Bösch)	Trondheim
15/09/2022	Novartis career day	Trondheim (KS11)
16/09/2022	Movie night	Gjøvik (K105)
20/09/2022	Mushroom hunting (Patrick Bösch)	Trondheim
08/10/2022	Skumsjøen lake - Canoeing	Gjøvik (DNT Skumsjøen)
10/10/2022	Union seminar IV (Tekna)	Trondheim (EL6)
11/10/2022	Union seminar IE (Tekna)	Trondheim (H326)
11/10/2022	Union seminar NV (Tekna)	Trondheim (EL6)
11/10/2022	Streaming from Trondheim: Union seminar (Tekna)	Ålesund (Åse)
10/2022	Autumn Photo Contest	All campuses
21/10/2022	Game Night	Ålesund (Åse)
24/11/2022	Union seminar (Tekna)	Gjøvik (K109)
01/12/2022	Gløgg night (NIRS)	Trondheim (Studentersamfundet)
15/12/2022	Christmas Movie	Trondheim (R8)
15/12/2022	Secret Santa	Gjøvik
13/01/2023	Språkkafe	Ålesund (Sundebygget)
28/01/2023	Ski course (Trondhjem Skiklub)	Trondheim (Bymarka)
11/02/2023	Meditation & yoga workshop	Trondheim (Trondheim Meditasjon & Yoga)
13/02/2023	Cake for a good cause	Trondheim (Standplass 15)
24/02/2023	Shuffleboard	Trondheim (WorkWork)
25/02/2023	Bowling and Pizza	Gjøvik (Bowling 1 and Peppes Pizza)
03-05/03/2022	Startup preschool (Startup Migrants)	Trondheim (Digs)
08/03/2023	Union seminar (Forskerforbundet)	Trondheim (D9)
09/03/2023	Union seminar (Forskerforbundet)	Trondheim (KA11)
29/03/2023	Yoga session (Elise Brandsvik Skeide)	Trondheim (D3-114)
15/04/2023	Seaweed foraging event (Patrick Bösch)	Trondheim
18/04/2023	AGM	All campuses
21/04/2023-2	Startup Preschool (Startup Migrants)	Gjøvik

Table 4.1: Events hosted and cohosted by DION from April 2022 to April 2023.

Mushroom hunting in Trondheim Harvesting mushrooms while hiking in the forests is one of the top leisure activities during the fall in Norway. Patrick Bösh (NTNU employee and certified instructor for mushroom and plant foraging) hosted two tours of two hours each. The first was in Bymarka (Lian area) and the second in Estenstadmarka (Dragvoll area). Around 45 participants in total joined the walks and learnt to identify Trøndelag's edible and non-edible mushrooms.

Novartis career day in Trondheim DION in cooperation with Novartis invited PhDs and PostDocs within life-sciences to the Career Day by Novartis to show how Novartis as a global pharmaceutical company works to make a difference to patients. Kim Stiberg, the presenter, holds a PhD degree from NTNU. This event was concluded with light refreshments and mingling.

Movie Night in Gjøvik We are lucky in Gjøvik for being a very international group of temporary staff. To celebrate this diversity in backgrounds, we organized a movie night with movies from the international cinema scene. The movies were accompanied by sushi and snacks.

Skumsjøen lake – Canoeing in Gjøvik In collaboration with a canoeing instructor from Den Norske Turistforening(DNT), we had a canoeing/hike day around Skumsjøen, a lake South of Gjøvik. A record number of participants in Gjøvik joined for this event, 37 people! We introduced the temporary staff present to DNT and the outdoor activities they offer.

Union seminars with Tekna In cooperation with Tekna and Forskerforbundet, seminars were held on the Norwegian model and the role of unions. The Tekna seminar was separated into three single events, where PhD candidates and PostDocs of the engineering and natural sciences faculties (IV, IE and NV) were targeted. Despite high sign-up numbers, the participation ranged only between about 20 and 60 people per event. One of the seminars was streamed to Ålesund. Despite high interest, only approximately 10 people participated due to the fact that some departments were not on campus the same day. An additional event by Tekna was held in Gjøvik. Forskerforbundet held two seminars that were opened for all PhD candidates and Postdocs at NTNU and took place in Dragvoll and at the St. Olavs campus. The participation was about 15 people at both events.

Autumn Photo Contest 8 people participated in the photo contest and shared their beautiful pictures with us. We selected 3 finalists. The winner obtained a cinema gift card in Gjøvik.

Game night in Ålesund DION invited temporary scientific employees for a board game night with pizza and soft drinks. The event was successful. More than 20 people joined and showed interest in participating in another similar event in the future.

Gløgg Night with NIRS in Trondheim NTNU International Researcher Support (NIRS) in cooperation with DION organized a gløgg evening. It was a cozy social evening at Studentersamfundet. Gløgg and snacks were served. This event was very popular among the scientific temporary employees.

Christmas Movie Night in Trondheim DION invited all PhDs, PostDocs and temporary scientific employees to a Christmas Movie showing. The event took place in Trondheim on December 15th, from 17:00 in Realfagbygget R8. 31 temporary scientific employees participated in the event and watched the Christmas movie “Elf”. Christmas snacks, soft drinks and pizza were served.

Secret Santa in Gjøvik Secret Santa is a gift exchange tradition, where each participant becomes a Secret Santa for another randomly selected participant and prepares a small gift for them. 17 Participants exchanged gifts on December 15 next to the Christmas tree in the coffee room in A building. Everyone was instructed to spend no more than 150Kr on the gift unless they were willing to do so. After gift giving, everyone was asked to write a short note to whoever they would like to, for the other person to keep the notes and cherish the memories in the future.

Språkkafe in Ålesund After many discussions about the need for foreign temporary scientific employees to speak Norwegian, DION organized a “språkkafe” evening in the Sundebygget building, and a cheesecake was served. The idea was to meet each other and try to talk in Norwegian. While around 15 people signed up, only 5 joined.

Ski course in Trondheim At the end of January 2023 Trondheim Skiklub gave 60 scientific employees a 1.5-hour cross-country skiing course. The participants were divided into different groups depending on their level of experience. After the course the participants had an opportunity to socialize while having coffee, waffles and snacks.

Meditation & yoga workshop in Trondheim After the Mental Health and Awareness month (MHAM) 2023 we received feedback from participants expressing interest in a yoga and meditation course, which unfortunately was not included in the MHAM 2023. In response to this, together with Trondheim Yoga & Meditasjon we arranged a half-day workshop dedicated to yoga and meditation. Twenty people were able to participate in the yoga session, while additional 25 people were able to join the meditation session. A vegan dinner and cake were served.

Cake for a good cause in Trondheim DION organized a fundraiser to aid victims of the earthquakes in Turkey and Syria. Volunteers contributed homemade cakes, which were distributed in Realfagbygget in exchange for donations. As a result, DION raised a total of 5,200.00 NOK.

Shuffleboard in Trondheim DION booked three shuffleboard tables at WorkWork for 2 hours to kickstart the Friday evening. Approximately 35 temporary scientific employees participated in an informal shuffleboard tournament.

Bowling and Pizza in Gjøvik In the cold Norwegian winter, we organized an indoor event to warm up the hearts and minds of our temporary staff, and to reignite the social spark at NTNU. We, a group of 27 temporary staff, went bowling followed by pizza and drinks. We also introduced the temporary staff present to some winter activities to do in Gjøvik (both indoors and outdoors).

Startup Preschool in Trondheim In March of 2023, the first of three startup preschools was held, providing participants with practical tips on starting a business in Norway. In addition to this, attendees worked on their startup ideas and acquired theoretical knowledge on market research, customer acquisition, and product development. Participants also learned how to effectively present their ideas to potential customers, investors, and partners. Beyond these skills, the startup preschool served as a valuable opportunity for participants to establish a network and become familiar with the extensive startup community in Norway and the Nordic region. This event was facilitated by Startup Migrants and sponsored by Prorektor for Innovation. The startup preschool lasted for 2.5 days.

Union seminars with Forkserforbundet DION invited all temporary scientific staff at NTNU to a seminar about the Nordic model and the rights as an employee. The seminar provided insights in the unions and more specific the Norwegian Association of researchers (Forskerforbundet) role in Norway and at NTNU. Forskerforbundet explained how they may assist if one has any difficulties related to the employment.

Yoga session in Trondheim 12 participants brought their own yoga mats and joined for an hour of classical yoga after work. After the session the teacher, Elise Brandsvik Skeide, a certified yoga instructor, gave the participants some tips on how to incorporate some simple yoga techniques into the daily routine. She generously performed this session for free.

Seaweed foraging tour in Trondheim 20 participants will meet to learn the secrets of seaweed foraging in the beautiful coast around Ladestien. Patrick Bösch, NTNU em-

Date	Event	Held by	Place
02/11/2022	Meditation	Aristidis Kaloudis	Gjøvik
03/11/2022	Mental Fitness Workshop	Elizabeth Sturdy	Trondheim
07/11/2022	Mental Health Risks for temporary researchers	Borgny Hedvig Wold	Trondheim
08/11/2022	Yoga	Susana Lopes	Ålesund
11/11/2022	Yoga	Lise Linnerud	Gjøvik
14/11/2022	QiGong	QiGongmedClara	Trondheim
15/11/2022	Mental Fitness Workshop	Elizabeth Sturdy	Gjøvik
16/11/2022	Finding home workshop	Minh Chau	Trondheim
26/11/2022	Oslo tour – visiting the National Museum	DION Gjøvik	Oslo
30/11/2022	Mental Health Risks for temporary researchers	Borgny Hedvig Wold	Trondheim

Table 4.2: Events organized within Mental Health Awareness Month 2023 (MHAM) 2023.

ployee and certified harvest instructor, will host the tour.

4.2 Mental Health Awareness Month (MHAM)

After receiving feedback from the previous board, it was decided to extend the Mental Health Awareness Week to a full month during this board period. The aim was to allow people to participate in as many events as possible. The events took place in November and were conducted across all three campuses. The primary objective of this initiative was to promote awareness about the significance of mental health for PhDs, PostDocs and other scientific temporary employees. The program included seminars, workshops and sports sessions.

Meditation session in Gjøvik The mental health month started in Gjøvik with a one-hour Zen meditation session by Aristidis Kaloudis, a professor at the Department of Industrial Economics and Technology Management, Gjøvik. Aristidis generously performed this session, without charging his time. Unfortunately, no participants attended the session.

Introduction to QiGong in Trondheim QiGong involves using exercises to optimize energy within the body, mind, and spirit, with the goal of improving and maintaining health and well-being. It was developed in China thousands of years ago as part of Chinese traditional medicine. Clara Krug-Scham, instructor of QiGongmedClara, taught

some Qigong routines focused on relaxing minds and bodies after a full day of office work. 12 participants joined.

Finding Home Art Workshop in Trondheim Sometimes we need more than words to express our feelings and ideas. Mihn Chau proposed that we explore an artistic alternative to do so: making “zines”, small personal magazines by painting, collage, text. For 2 hours, listening to relaxing music and while having snacks, the 6 participants tried out this creative concept, some to explore the feelings related to “home”. The workshop was partly sponsored by Trondheim’s Litteraturhus, who covered the honorary of the host.

Lunch and Workshop Mental Health Risks for PhDs/temporary researchers in Trondheim Borghy Wold, from the Occupational Health Services, gave an interactive talk during lunch time on the mental health risks for temporary researchers; how to recognize them and minimize them. The participants responded very positively and suggested that the session could have been longer to extend the discussions. The workshop took place 2 days, and around 50 participants joined. The lunch for the second day was sponsored by the Department of Materials Science and Engineering.

Yoga for stress relief in Ålesund DION in Ålesund invited temporary scientific employees to a two-hour session at a studio with a professional instructor. The focus was to learn how to release stress with breathing techniques. Approximately 15 people participated and enjoyed the event.

Yoga in Gjøvik Yoga is a well-known group of physical, mental, and spiritual practices which aim to control and still the mind. Therefore, it fits really well in mental health related activities. Lise Linnerud held a Yoga session in the G building, room G303 and around 5 people attended the session.

Mental fitness workshop in Trondheim and Gjøvik Elizabeth Sturdy, the founder of Sturdy Coaching AS held a two-hour workshop with the aim of providing practical tools and insights to temporary scientific employees struggling with overthinking, stress management, and feeling stuck. Approximately 30 people in Trondheim and 12 people in Gjøvik participated in the workshop. The key topics of the workshop were:

- Identify negative thought patterns & explore their impact
- Learn and practice building 3 mental fitness muscles
- Learn tools to respond to life’s challenges from a positive mindset

Oslo tour – visiting the national museum With the support of the IE faculty as the sponsor for the bus transport from and to Gjøvik, we could organize a one-day visit (9:00-21:00) to the national museum in Oslo. 25 PhD candidates, postdocs and other temporary scientific employees from Gjøvik joined the tour.

4.2.1 Feedback Form for MHAM

In December 2022, DION conducted a survey for the Mental Health Awareness Month 2022. The survey was intended to provide feedback on the events to find out what worked well and what did not and to gather suggestions for next year. A total of 32 participants filled out the questionnaire, which were mainly from Faculty of Natural Sciences (NV = 12), followed by Faculty of Engineering (IV=7), Faculty of Medicine & Health Sciences (MH=5), Faculty of Information Technology & Electrical Engineering (IE=5) and lastly single participant from Faculty of Economics & Management (ØK=1), Faculty of Social and Educational Sciences (SU=1) and Faculty of Architecture & Design (AD=1). On Campus level, we had three responses each from both Gjøvik and Ålesund whereas the majority of the responses were from Trondheim Campus. The survey inquired about the feasibility of the Weekly Events spread-out over the whole month instead of previous format of one week dedicated to mental health, which was favored by over 90% of participants. Approximately 80% of the participants were “very satisfied” with the events, 10% were “somewhat satisfied” and the remaining 10% were “neither satisfied nor dissatisfied”. Overall, the results from the survey showed that MHAM 2022 was a success.

4.3 Transferable Skills events

Transferable skills are the skills that temporary scientific employees will take into their next career stage, whatever it will be, academia, industry, startup, public sector or something else. Transferable skills include for example the ability to clearly and efficiently communicate, present and pitch ideas to others, solve unexpected problems, or work well in teams. We offered various workshops (see Table 4.3) on developing these skills further and to uncover the skills that the participants already have.

“Pitch your research!” in Trondheim As part of the transferable skills events series, we organized a seminar where participants learned to pitch their research. This event was held by Nicolai Strøm-Olsen, CEO of Startup Migrants, who designed the event in an interactive way. After each tip on how to pitch research, participants were given a few exercises to put the theoretical knowledge directly into practice. The event was held in the format of a breakfast seminar. Approximately 15 PhDs and PostDocs took part in the event.

“Effective Communication” in Trondheim During the second event under the transferable skills theme participants had an opportunity to learn how to efficiently communicate in general, talk to people without being afraid of doing mistakes, tell stories related to academia and learn how to fail. In an interactive way, through improv exercises, they could directly apply their new knowledge and get valuable feedback. The event was facilitated by Gibberish, an improv theatre in Trondheim, and generously co-sponsored by NTNU International Researcher Support (NIRS).

“Communication that works” in Trondheim The third event under the transferable skills theme provided participants with practical tools how to enhance the effectiveness of their presentations. They were given valuable tips on how to communicate more clearly and engagingly with their audience, as well as how to structure and sequence the content of their presentations based on the rhetorical workflow. Topics such as effective openings, structural models for organizing the content, and body language were also covered, along with tips on how to avoid bullet points in PowerPoint. The course consisted of a combination of short lectures and interactive exercises in smaller groups, facilitated by Vibeke Holtskog, a specialist in communication, dissemination, and rhetoric who has extensive experience delivering courses, lectures, and workshops. The course was generously sponsored by the Prorektor for Innovation and drew approximately 45 temporary scientific employees. Prior to the course, a pizza lunch was served.

Lunch with Technology Transfer AS NTNU in Trondheim The fourth event under the transferable skills theme was Lunch seminar by Technology Transfer AS NTNU. Knut Jørgen Egelie and Hilde Kjelstad Berg represented Technology Transfer AS NTNU. They presented themselves to make PhDs and PostDocs familiar with the work of the organization. Furthermore, they shared with the participants how commercialization and technology transfer of research results is organized at NTNU and presented some user cases and success stories. Approximately 15 PhDs and PostDocs took part in the event.

“Domination techniques” in Trondheim and online in Gjøvik and Ålesund This event aims to increase awareness of domination techniques, which are social manipulation and domination strategies that involve using expressions, statements, and behavior to make others feel inferior or foolish. Using these techniques can demonstrate power and elevate oneself at the expense of others, although it’s important to note that they are often used unconsciously.

During this workshop, participants will learn to recognize the most used domination techniques and develop counter-strategies to combat them. By attending this event, temporary scientific employees will gain insight into these harmful tactics and acquire practical tools to better navigate and communicate in social situations.

Date	Event	Place
17/03/2023	Pitch your research (Startup Migrants)	Trondheim (D3-114)
17/03/2023	Effective communication (Gibberish)	Trondheim (D1-185)
24/03/2023	Communication that works (Holtskog AS)	Trondheim (LY-51)
28/03/2023	Lunch seminar with NTNU Technology Transfer AS	Trondheim (EU2-145)
27/04/2023	Domination techniques (Holtskog AS)	Trondheim

Table 4.3: Events organized within Transferable Skills Days.

This event will be held by Vibeke Holtskog, a specialist in communication, dissemination, and rhetoric who has extensive experience delivering courses, lectures, and workshops. This event is generously sponsored by Tekna.

4.4 DION grants

In total, 11 events were financed by DION grants during the 2022-2023 board year (see Table 4.4). The first grant (5000 NOK) was to organize scientific outreach “Pint of Science Festival”, which was held May 9th-11st, 2022. At Habitat in Trondheim, three enjoyable social events were held to showcase science in a relaxed setting. Each evening included three informative talks lasting 15 minutes, followed by a Q&A session with the audience. To add to the fun, a brief quiz competition was held at the end of each event. The majority of the speakers were temporary researchers from NTNU.

In addition, DION provided funding for 10 grants (9 grants up to 2000 NOK each and 1 grant – 1000 NOK) to support events that promote mental health, socializing, and transferable skills among temporary scientific employees. The call for proposals for grants was published three times a year, 3 grants per call. Of the 11 grants offered, 2 were open applications (“Pint of Science” and “The PhD Movies”). All granted events took place in Trondheim, no applications were received from the other two campuses.

The aim of providing grants was to facilitate events in all three NTNU cities. These grants provide an excellent opportunity to diversify the range of events being organized. They require minimal time commitment from the board as the grant recipient is responsible for organizing the event, while DION provides supervision and assistance with promotion. Additionally, these grants allow for engagement with event organizers and attendees, who may be potential candidates for the board, as they demonstrate a willingness to volunteer and enhance the working environment for their colleagues. Furthermore, some departments may lack funding to organize such events, and it is a key objective of DION to facilitate them.

Date	Event	Organizer	Location
9-11.5.22	Pint of Science Festival	Alicia Vallejo Olivares	Habitat
25.09.22	Climate Fresk Workshop	Lola Rousseau & Kamilla Krych	Gløshaugen
18.11.22	Mahjong game evening	Yue Yu	Gløshaugen
10.12.22	Christmas Social	Katrine Hanssen/Jo Carpenter	Øya
10.12.22	Christmas Social	Line Rønning/Marius Stavang	Dragvoll
07.12.22	PhD Vision Engineering	Ursula Enzenhofer/Ronja Lappe	Kalvskinnet
30.01.23	Jebsen Center Seminar and Mentoring meeting	Brooke Wolford	Øya & Online
8-9.03.23	Metal Additive Manufacturing Workshop	Zhuo Xu	Chalmers University
24.03.23	Writing retreat	Irmelin Joelson	Kalvskinnet
20.04.23	The PhD movies	David Baumgartner	Gløshaugen
03.05.23	Teams in Entrepreneurship education	Sara Maryami	Gløshaugen

Table 4.4: Events financed by DION grants during the board period 22/23.

5 DION publicity

5.1 Communication

Innsida The university platform Innsida was extensively utilized to disseminate crucial information and to invite people for events. As the email channel to reach all temporary scientific employees may only be used twice annually, Innsida remains the sole channel to reach this group effectively.

Newsletter DION newsletter is one of the important channels to increase visibility and communicate with PhDs, PostDocs and temporary staff, as they will receive the newsletter in their inbox. Therefore, DION newsletter has been actively used to inform about DION board meetings, promote events and share relevant activities and information. DION newsletter was shared 3 times during the board period 2022-2023.

Email inquiries We aim to facilitate the temporary scientific staff at NTNU in every possible way and one course of action is to actively respond to their queries to the best of our knowledge. From May 2022 till April 2023, we have received 28 inquiries from temporary scientific employees about the PhD Budget, challenges within the work environment or supervisor, support for early career researchers, visa/travel reimbursement for Ph.D.'s, local campus events, duty work, courses for Ph.D., NTNU Language Policy, difficulties in research exchange abroad and permanent jobs for international temporary employees. In addition, we received 31 queries regarding events proposal for temporary employees at NTNU and other collaboration possibilities. Over 60% of emails were responded to within approximately 5 hours. If the query required further research or contacting the relevant person, the response time was approximately 24 hours. At maximum, 90% of all emails that got a reply, got it within 2 days. A few emails were advertisements of various products which were politely declined.

WhatsApp Several employees have highlighted repeatedly that they do not frequently check Innsida. Consequently, a WhatsApp group has been created in Gjøvik and Ålesund to share DION-related information, and it is now being considered for extension to Trondheim. However, the use of WhatsApp raises security concerns and needs to be evaluated by the IT department before being adopted more widely.

Social Media DION was actively present on social media such as Facebook in PhD and Temporary Scientific Employees Interest Organization at NTNU and DION forum, Instagram and Twitter.

Webpage DION website is one of the main sources of sharing information with PhDs, postdocs and temporary staff. DION website was maintained up to date by sharing the announcements and news alongside DION's social media channels. The average daily visits to the site have been 23 views from May 2020 until April 2023. The average views had a drop during June-July (summer holidays) and picked up again in August. We were informed by some PhD candidates at the Department of Information Security and Communication Technology (IIK) that they do prefer not to use social media channels (such as WhatsApp) due to personal privacy reasons, and only use DION's website. Therefore, it is important to make sure that the site is always accessible and up to date. There was a hacking incident in September 2022 and the website was not accessible from both inside and outside the campus for a day. To prevent any malicious activity and maintain the website security, it is important to perform regular backups of the site's content and keep the WordPress system and all the Plugins up to date.

5.2 Promotion at NTNU

To raise awareness about DION and its role at NTNU, a series of 13 presentations were conducted during introductory courses for PhD candidates at various faculties. This approach effectively disseminated information about DION's responsibilities, offers and events among the university's temporary scientific staff. An overview of presentations held at different faculties is provided in Table 5.2.

5.3 In media & public

In view of the revised state budget, the union Forskerforbundet organized a protest in Gløshaugen the 13th of June. The event slogan was "Nok er nok – forskning og utdanning trenger langsiktighet", which means: "Enough is enough - research and education need the long term". The protest was aimed at the government's savings measures within the higher education sector, for example the postponement of the Ocean Space Centre, cuts in funding for the campus project and freezing of funds allocated through the Research Council. A representative from DION (PhD candidate Alicia Vallejo Olivares) participated with a speech, highlighting the negative consequences these measures would have for early-stage researchers. The event was attended by over 250 people.

DION's president Regina Paul (nee Matveeva) expressed her views on the decision to remove earmarking for PhD and PostDoc positions at Norwegian universities in an

Date	Faculty or department	Responsible
09/09/2022	HF Faculty	W. Ludwig Kuhn
14/09/2022	ITK Department	Alicia Vallejo Olivares
05/10/2022	IV faculty	W. Ludwig Kuhn
16/10/2022	IDI Department	Anum Masood
19/10/2022	IE faculty	Regina Paul
25/10/2022	ØK Faculty	Anum Masood
01/11/2022	AD Faculty	Alicia Vallejo Olivares
02/11/2022	MH Faculty	Anum Masood
10/11/2023	SU Faculty	Anum Masood
11/01/2023	NV Faculty	W. Ludwig Kuhn
21/02/2023	IV Faculty	Regina Paul
29/03/2023	IE Faculty	Regina Paul
13/04/2022	HF Faculty	Alicia Vallejo Olivares

Table 5.1: Presentations at NTNU held during the board period 2022/2023.

interview with Forskerforum. Regina highlighted that this new arrangement grants universities greater flexibility in deciding how many fellows they wish to hire. However, she also expressed concerns that this change may result in funds being distributed differently, ultimately leading to a reduction in the number of available positions in the future. While acknowledging that only time will reveal the full impact of this decision, Regina expressed hope that universities will not reduce the number of positions available, especially if the number of PhD graduates continues to be viewed as a key indicator of their performance.

During an interview with Khrono, a Norwegian independent newspaper for higher education and research, DION vice president W. Ludwig Kuhn described his experiences with changing a supervisor. He has first-hand experience as well as knowledge from cases that are known to DION. In addition to clear rules for changing a supervisor, a neutral mediator at NTNU is proposed to solve more severe conflicts to avoid the department or faculty from taking side with the supervisor.

6 Collaborations

6.1 Inside NTNU

6.1.1 The University Research Committee

DION has an active spot in the University Research Committee (Forskningsutvalget) at NTNU. During the board period of 2022-2023, vice-president W. Ludwig Kuhn represented temporary scientific employees within the committee. A focus during this time was put on the report from NOKUT (the Norwegian Agency for Quality Assurance in Education), which is responsible for supervision of the universities' own quality assurance systems. Therein, the quality assurance within PhD education was criticized, leading to a discussion about possible actions to assure the PhD education's quality. Furthermore, the future of PhD studies within technologies, the quality of research and education and the upcoming implementation of a digital PhD platform were discussed.

6.1.2 Innovation council

In 2022/23, the Innovation Council (Innovasjonsutvalget) was led by Professor Toril A Nagelhus Hernes, the prorector for innovation. The committee's monthly meetings, attended by pro-rectors and pro-deans from various faculties, aimed to discuss strategic issues and implement measures to foster innovation at NTNU. Collaborative experience sharing among faculties was an essential aspect of the committee's work. A PhD representative and at the same time DION's board member also participated in the meetings. The representative's objective was to offer the council insights from the perspective and interests of PhDs and to inform DION's board of the relevant topics being discussed concerning temporary employees. Malene Vognsen served as the PhD representative until August, but due to sick leave, she missed the fall meetings. Alicia Vallejo Olivares then took on the role from December 2022 until May 2023.

6.1.3 NTNU International Researcher Support (NIRS)

DION maintained the existing cooperation with NIRS and closely worked with them throughout the year. DION co-organized NIRS's Christmas Gløgg. The initial idea was to organize a visit to the Sverresborg Trøndelag Folk Museum during the wintertime to see the Christmas exhibition. However, it was not possible to find a suitable date for it, and the available tours were only offered in Norwegian. Regina Paul worked

closely with NIRS to design the program of the session for young researchers at the 2nd NTNU Internationalization Conference. Furthermore, NIRS's support was instrumental in making the Transferable Skills Day possible, as they generously co-sponsored the event Effective Communication by Gibberish.

6.2 Outside NTNU

6.2.1 Stipendiatororganisasjonene i Norge (SiN)

Stipendiatororganisasjonene i Norge (SiN) is the umbrella organization that represents the interest organizations for doctoral candidates and early-career researchers, including postdocs, at higher educational institutions in Norway. Regina Paul attended three quarterly meetings, where leaders of local organizations (or their deputies) took part. Regina Paul and Anum Masood (digital participation due to sickness) attended SiN'S AGM in Kristiansand on the 25th of November 2022. Regina Paul was elected as vice president of SiN for 2023 and Anum Masood was elected as event manager. Furthermore, Friederike Schäfer from NTNU, was elected as UHR (Universities Norway) representative.

6.2.2 StartUp Migrants

In October 2022, Regina Paul was contacted by Nicolai Strøm-Olsen, CEO of Startup Migrants, a startup which arranges 3-day courses in entrepreneurship to help internationals to start up business in a country they were not born in.

During autumn 2021, Startup Migrants successfully conducted two Startup Preschools in Trondheim. The response has been very high, with 79 registrations and 52 participants being granted a place. Among these, 43 participants were from NTNU, with 78 percent being PhD candidates. Therefore, Startup Migrants proposed a collaboration with DION and NTNU to establish an environment for international PhD candidates and PostDocs seeking to establish a business in Norway. The main aim is to enhance the international startup ecosystem, encourage the commercialization of research and promote an inclusive and innovative ecosystem at NTNU.

In cooperation with Startup Migrants, DION applied to Prorektor for innovation for funding for three startup preschools in 2023. One part of the funding is supposed to be used for maintenance of an alumni group comprising international PhD candidates and PostDocs at NTNU who successfully completed preschool. The ultimate goal of this cooperation is to create a sustainable environment that fosters international entrepreneurship at NTNU, with the alumni group being connected to the business support system at NTNU, including the startup ecosystem in Trondheim.

The cooperation must continued by the new board.

6.2.3 Tekna & Forskerforbundet

In the past year, DION has collaborated with Tekna by organizing a series of seminars for the IV, IE, and NV faculties. These seminars aimed to provide insights on what to expect when working at Norwegian universities compared to other sectors. DION and Tekna NTNU presented their role in supporting temporary employees at NTNU and provided tips on how to navigate potential problems or dilemmas.

Regina Paul also proposed a joint event with Tekna, which received a positive response. As a result, a workshop on domination techniques by Vibeke Holtskog will be held on April 27th 2023. This event will be sponsored by Tekna.

Furthermore, DION partnered with Forskerforbundet to organize a seminar on the Norwegian model and the role of unions, which was open to all temporary employees at NTNU. Similar seminars are planned for Ålesund and Gjøvik later in 2023 and should be carried out by the next DION board.

6.2.4 Transfer Technology AS NTNU

NTNU Technology Transfer AS (TTO) was established in 2003 and is owned by NTNU and Helse Midt-Norge RHF (HMN). The purpose of TTO is to secure, manage, develop, market and sell rights of use and property rights to knowledge, ideas, inventions and other intangible values created by NTNU and HMN.

During the planning phase of events related to transferable skills, DION initiated a collaboration with the Technology Transfer Office (TTO). The TTO team was very receptive and willing to contribute to the event, resulting in a lunch seminar that provided temporary scientific employees with insights into TTO's work and how to commercialize research.

6.2.5 Brohode Havbruk

In August of 2022, DION received a request from Silje Marie Dale from NCE Acquatech Cluster regarding the Brohode Havbruk 2050 project. This project is a collaborative effort between various entities, including industry, secondary schools, universities, and public administration, aimed at increasing business relevance in education, recruiting individuals to the maritime sector, and building research-based expertise in the seafood industry. As part of this project, there is a focus on increasing the number of companies in the seafood industry that prioritize doctoral projects in collaboration with NTNU, resulting in several ongoing industry PhD projects.

Silje Marie Dale was interested in creating a network of industrial PhDs and incorporating them into the existing PhD community at NTNU through DION. They were concerned that industrial PhDs may feel somewhat disconnected from the PhD community since they are employed by external companies with a supervisor at NTNU, rather than

being employed directly by the university. However, these candidates should be encouraged to participate in the academic environment they are affiliated with as they share similar challenges and networking needs as PhD candidates and postdocs directly employed at NTNU.

DION met with Kari Thyholt, another employee from NCE Aquatech Cluster involved in Brohode Havbruk, to discuss the initiative in more detail and exchanged informational flyers. Regina Paul was then invited to attend a networking session for business PhD candidates in aquaculture, which will take place on April 20th 2023. During this session, Regina will present about DION and explore opportunities for collaboration. Moving forward, this collaboration should be continued by the new board.

6.2.6 Marie Curie Alumni Association

In October, DION was contacted by the vice chair of the Marie Curie Alumni Association of Norway Chapter (Shubham Jain) proposing a joint event collaboration for scientific temporary employees. Regina Paul attended the initial meeting, which had a positive outcome, and DION's board proposed concrete ideas for the events. Unfortunately, no reply was received until early March, with a follow-up at the end of March, when the board's schedule was already fully planned. Thus, no joint event took place. However, the new board may explore this collaboration in the future.

6.2.7 Michael Alley (Communicating Scientific Research at Simula Research Laboratories)

Friederike Schäfer, UHR representative from SiN, established contact with Professor Michael Alley, who teaches scientific writing courses at Simula Research Laboratories. He kindly offered to provide a free seminar, series of seminars, or day-long workshop for graduate students at NTNU (with faculty invited) as an extension of one of his trips to Communicating Scientific Research at Simula Research Laboratories. Although the contact was made in late March, when the board's schedule was already fully planned, this collaboration should be explored by the new board in the future, as these courses can be highly beneficial to temporary scientific employees.

7 Engagement at the university

Science Conversations W. Ludwig Kuhn and Regina Paul were involved in the preparation of the upcoming season of "Science Conversations@NTNU". As members of a working group, they met three times in September and October of 2022 to ensure the success of the webinars in 2023. The target audience for the upcoming season was chosen to be young researchers, including PhDs, postdocs, and other researchers in the early stages of their careers.

Their work involved studying the available information on "Science Conversations@NTNU" from 2022, contributing to discussions in meetings, and recommending valuable guests for the webinars. The outcome of their efforts was a series of webinars called "How to Kick-start Your PhD", which offers tips and advice on building a strong research career for young researchers.

The panelists for the "How to Kick-start Your PhD" webinar will discuss several important topics, including the significance of having a supportive work and research environment, effective networking and internationalization, managing stress and performance pressure, developing a positive relationship with a supervisor, and what to do if the relationship is less than optimal.

Internationalization Conference The 2nd NTNU International Conference was successfully held on December 6th and 7th, 2022 at the Gløshaugen campus in Trondheim. A parallel session also took place at NTNU in Ålesund, while the plenary sessions were streamed to employees at NTNU in Gjøvik and Ålesund. The conference was designed for all NTNU employees, whether newcomers or experienced internationalists, younger or established researchers, leaders at all levels, or administrative staff.

Regina Paul was involved in the organization of the 6th plenary session "International Researcher Careers – How and Why to Invest in Mobility." This session featured inspiring stories from internationally mobile researchers at various stages of their careers and provided practical advice on organizing stays abroad. Regina Paul was one of the presenters at this session. The session concluded with a Q&A session, leaving attendees with valuable insights and a deeper understanding of international researcher careers.

Election Committee With regard to the annual election for the representatives of temporary employees in the NTNU main board, an election committee was formed. W. Ludwig Kuhn represented temporary employees as well as DION within this committee. Through exchange of experiences, it was possible to achieve a general possibility

for compensation for elected committee or council members at NTNU (on faculty and department level). The presentation of candidates was not changed to previous years, but the information about proposal of candidates and the opening of the election was sent out directly to all temporary employees via e-mail, in addition to the regular post on Innsida. The work of the election committee was commended by the responsible person.

Programme for Applied Ethics at NTNU In August 2022, DION was asked to appoint a PhD candidate to the Programme for Applied Ethics (PAE) at NTNU. The PAE's advisory board was set to undergo a new composition in January 2023, and Regina Paul was chosen as the PhD council member of PAE.

The primary objective of the PAE is to promote ethical reflection at NTNU and contribute to the development of expertise in applied ethics in both research and education. To date, only one meeting has been held in December 2022, where previous and new advisory board members met each other. The previous board shared their experience, and all the participants discussed the tasks and priorities for the upcoming board.

Open Panel Discussion: Temporary Work in Academia On 13th January 2023, a panel discussion was carried out at the Dragvoll campus on the topic "Temporary Work in Academia: Toward a labor theory of pedagogy". The discussion was initiated by visiting PhDs (Graduate Student Instructors (GSI) similar to Norwegian PhDs with 'teaching duties') from the University of California, Berkeley. They gave short presentations of their research on academic temporary work and temporary labor practices from the perspective of PhD students in US higher education. A brief report was presented on the recent strike among temporary academics in California and lessons learned from the strike. The presentations were followed by invited brief comments on the transferability & relevance to the NTNU/ Norwegian context of higher education: by Anum Masood, DION (representing the PhDs at NTNU and DION). The discussion was further led by Ronny Kjelsberg, NTL (trade union, NTNU), Kathleen Jennings (Ph.D. representative at the SU Faculty Board), Tord Talmo (Representative of Forskerforbundet trade union, NTNU). Lastly, an open discussion was hosted by NTNU/Dept. of Sociology and Political Science on the idea of the GSI as teaching assistants and their place in the public university. In conclusion, the students from the Sather Center for Advanced Studies, University of California, Berkeley highlighted the challenges in their ongoing project Teaching Theoretical Sociology.

PhD funds survey In late January of 2023, DION received inquiries from multiple PhD candidates in the IBM department regarding abrupt cuts to their PhD funds. PhD students in IBM who are funded by internal budgets will likely not receive financial support for conferences and international travel in the current year, and potentially in the following year, due to changes in budget allocation across departments. In response, DION,

with W. Ludwig Kuhn as the primary responsible, conducted a survey on the current status of PhD funding. Currently, the amount of funding available is contingent upon the faculty and department of the PhD candidate, and differs depending on the source of funding for the position. Although there exists an old questionnaire from 2015/16, significant changes have occurred both internally at NTNU and externally, such as inflation, necessitating an updated survey. The results of this survey have been analyzed and will be made available in the form of a report on DION's webpage. Additionally, the results will serve as a starting point for a dialogue with NTNU regarding this matter.

Norwegian language survey The Norwegian language course is run physically in Trondheim and digitally in Gjøvik and Ålesund campuses. The course is offered in four levels, where only levels 1-3 are offered in Gjøvik and Ålesund, and each level is offered once a year i.e., every other semester on these two campuses. To help the university to run this course at its best for its temporary employees, we prepared a short questionnaire and shared it through DION's website and Innsida. In total, 8 people, including one PostDoc and 7 PhD candidates, 2 from Ålesund and 6 from Gjøvik, participated in the survey. The summary of the survey results is as follows:

- 88% of the participants find it necessary to learn the Norwegian language for their work or life
- 88% of the participants attended the course remotely/digitally.
- 88% of the participants believe that the course is currently run as a combination of interactive and lecture-based.
- 50% of the participants who have attended the course remotely are satisfied with the course.
- 50% of the participants are overall satisfied with the course.

Here are some comments and suggestions from the respondents:

- PostDoc from Gjøvik: "Provide Level 4 course for Gjøvik, please."
- PhD candidate from Ålesund: "I think it is difficult to teach online but the teachers manage. It would be better to have face to face teaching in Gjøvik and Ålesund, however. It would help to build a community of staff learning Norwegian and maybe help with some collaboration across departments."
- PhD candidate from Gjøvik: "The best way to progress is still to force yourself to talk with your Norwegian colleagues. They would gladly appreciate it while helping you progress with your understanding, comprehension, speaking and writing."

- PhD candidate from Gjøvik: “Decrease the workload. courses are very time-demanding”
- PhD candidate from Ålesund: “I am happy with the courses. Hopefully it will be continued.”

8 Finances

8.1 Financial overview

The DION fiscal year follows the calendar year and not the board period. We therefore present a financial overview for 2022 in Table 8.1.1 along with a budget for 2023 (until April 11) in Table 8.1.2. For financial overview in 2023 there might be some expenditure not reported, due to delays in the systems from NTNU.

	Budget (NOK)	Account 2022 (NOK)
Income		
Funding from NTNU	+ 100 000	
Expenses		
DION Grants	– 10 000	– 16 912,70
AGM	– 30 000	– 7 600,00
DION Events	– 45 000	– 52 596,00
Meetings	– 5 000	– 496,00
Travel	– 4 000	– 15 972,00
Promotional materials		
Administration	– 2 000	– 2 000,00
Board social	– 10 000	– 6 771,00
Total expenditure		– 10 2348,60
Sum		– 2 348,60

Table 8.1: Financial overview for 2022.

8.2 Fundraising/other revenue

Prorector for Innovation Regina Paul, on behalf of DION, collaborated with Startup Migrants to apply for funding from the Prorektor for Innovation, Toril N. Hernes. They requested funding for three startup preschools, as outlined above, with a total funding amount of 200,500 NOK. This funding allows for the facilitation of the three startup preschools (one took place in March 2023, two more will take place during the rest of

	Budget (NOK)	Account 2022 (NOK)
Income		
Funding from NTNU	+ 100 000	
Expenses		
DION Grants	– 18 000	– 3 634,60
AGM	– 10 000	
DION Events	– 50 000	– 6 376,40
Meeting expenses	– 1 000	
Travel	– 12 000	
Promotional materials		
Administration	– 3 000	
Board social	– 6 000	
Total expenditure		– 10 011,00 (as of 11 April 2023)
Sum		+ 85 989,00

Table 8.2: Financial overview for 2023. Upcoming expected expenses (2 000,00 NOK for an event “Domination techniques” and a grant “PhD movie night”) are not accounted for.

2023), as well as the establishment and maintenance of the alumni community.

In addition to this, on behalf of DION, Regina Paul also applied for funding for the ”Communication that Works” event by Vibeke Holtskog. The total amount granted was 30,000 NOK, which was used to cover the course costs, travel expenses for the presenter, and lunch for the participants.

Tekna Tekna is the sponsor of the workshop “Domination Techniques” by Vibeke Holtskog. Tekna is funding the workshop itself as well as Vibeke’s travel costs to Trondheim in connection with the event.

IE Faculty Faculty of Information Technology and Electrical Engineering (IE) including the Departments of Computer Science (IDI) and Department of Information Security and Communication Technology (IIK) was actively financially supporting the events organized by DION in Gjøvik. The list of the events organized by DION and sponsored by the IE faculty is provided in Table 8.3.

IMA Department (NV faculty) The Department of Materials Science and Engineering covered the costs of the lunch provided to the participants during the “Lunch Seminar – Mental Health Risks for PhDs and PostDocs” organized by DION the 30th November

Date	Event	Cause
25/06/2022	Tjuvåskampen one-day hike	Bus transport
08/10/2022	Skumsjøen lake - Canoeing	Bus transport
26/11/2022	Oslo tour – visiting the National Museum	Bus transport
25/02/2023	Bowling and Pizza	Bowling and Pizza

Table 8.3: Events in Gjøvik sponsored by IE faculty.

as part of the Mental Health Awareness month.

Litteraturhuset i Trondheim Litteraturhuset i Trondheim covered the honorary for the workshop “Finding Home” host (Minh Chau). The event took place in Gløshaugen the 16th November as part of the Mental Health and Awareness month.

9 Open points from 2021/2022

In the annual report from the board 2021/2022, some suggestions to the current board were presented. In the following, we would like to address the main points.

Our efforts at DION have been focused on increasing outreach to temporary scientific employees at NTNU, and we were lucky to have had representatives at all three campuses - Trondheim, Ålesund and Gjøvik - to achieve this. We continued our active participation in councils (the University Research Council and the Innovation Council). Furthermore, DION was actively involved at various working groups at the university, such as preparation of webinar series Science Conversations at NTNU, and the 2nd Internationalization Conference, among others. In addition, we were involved in various collaborations with organizations like NIRS, Tekna, Forskerforbundet, TTO, StartUp Migrants, and NCE Aquatech Cluster (in connection to the Brohode Havbruk 2050 project).

Our ongoing efforts to stay connected with representatives for temporary employees across NTNU included the creation of a new Teams channel called “Temporary’s representation at NTNU” to increase the spread of information and discuss important cases across all departments and faculties. We also extended our Mental Health Awareness Week to a full month - Mental Health Awareness Month - with events conducted across all three campuses, including seminars, workshops, and sports sessions. We are pleased to report that the participation rate was significantly higher than last year.

10 Tasks and recommendations for the next board

10.1 Tasks

Due to the ongoing collaboration between the current DION board and StartUp Migrants, which was made possible by a grant from the Prorektor for Innovation, it is imperative that the new board provides support and promotion for the two upcoming preschools in Trondheim. Further information required to continue this collaboration will be provided at the transition meeting.

10.2 Recommendations

In order to ensure that the new board can build upon the knowledge and experience of its predecessors, we have compiled a set of recommendations below. Please note that the decision to follow these recommendations lies solely with the new board.

- To effectively contribute to the NTNU community, DION should continue attending councils and working groups to establish itself as an important player on campus.
- It's crucial to stay connected with representatives from every faculty and department using the newly established Teams channel called "Temporary's representation at NTNU." This will help DION gather information about important matters across the university.
- DION should follow up on the results of the PhD funds survey and Norwegian language courses.
- Additionally, DION should work with SiN to establish an *ombudsperson* for PhD candidates.
- Collaboration with various groups is important, such as continuing to support Startup Migrants in Trondheim and exploring opportunities for collaboration in Gjøvik. DION should also organize seminars in collaboration with Tekna and Forskerforbundet to educate new PhDs about Norwegian work models and unions.

Collaboration with NIRS should be continued with the possibility of joint events, such as a visit to Sverresborg museum during Christmas time.

- DION should also continue organizing the Mental Health and Awareness Month and events related to transferable skills such as academic writing workshops, presentations workshops, and communication workshops. It should also establish collaboration with Michael Alley (see above) and explore collaboration with Marie Curie Alumni Association (contact person Shubham Jain).
- In case there no representatives from campuses Ålesund and Gjøvik are present in the board, it is necessary to promote DION on these campuses. The organization should reach out to these campuses and organize events where board members from Trondheim can travel to connect with members there.
- To manage finances effectively, DION should create a treasurer/fundraiser position to avoid overwhelming other responsibilities. The treasurer/fundraiser should keep a direct contact with the economist responsible for DION's finances (currently Elise Hanstad) to have a clear overview of the finances and spend the budget wisely to avoid budget cuts. To better manage expenses, it is recommended to create an internal Excel document where everyone can enter their expenses for an immediate overview. Additionally, it would be beneficial to seek out other revenue sources, such as applying for funding from the Norwegian Research Council.
- DION should keep organizing popular events such as mushroom hunt, ski course, yoga & mediation sessions, shuffleboard.
- It is recommended to create a separate email account used for registrations for the events.
- DION should continue supporting PhDs/PostDocs to organize events via grants, some targeted specifically for Gjøvik or Ålesund.