



Stipendiatororganisasjonene i Norge

The Association of Doctoral Organisations in Norway

Annual report 2016

12th May 2017

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1. Stipendiatorganisasjonene i Norge

Stipendiatorganisasjonene i Norge (henceforth SiN), is a nationwide umbrella organisation for local interest organisations for PhD candidates and post doctoral researchers at Norwegian universities and university colleges. SiN works to promote the doctoral candidates and post-docs interests in Norway, and functions as a network connecting the member organisations, working as a common voice for cases of interest on a national level. SiN is a not-for-profit organisation. SiN is comprised of a board with representatives from its member organisations, and has a registered mailbox with address Postbox 552 Sentrum, 0105 Oslo and is registered with organisational number 885 485 472 in the Brønnøysund register. As the board is decentralised with its members living all across Norway, the organisation does not have a specific locale. Communication with the board is mainly done with e-mail and through video conferences. In-person meetings are also arranged to strengthen the social bond of the board. SiN is a voluntary and independent organisation which is not directly associated with any labour union. The pillars of SiN is representativeness, openness and responsibility.

The main focus area of SiN is good quality in the research education with regards to the research project quality og feasibility, supervision, financing, and working conditions. We mean this will both better the conditions for each scientific temporary employee, and also increase the competitive edge of Norway when it comes to attracting the best candidates for research positions. This is in line with the wish for increased growth in the Norwegian knowledge society (cf. EU's goal of 1 million researchers before 2020). Improvement and development of the doctoral education in Norway is a continuous process where SiN cooperates with other relevant institutions in the sector, such as the Ministry of Education and Research, The Norwegian Association of Higher Education Institutions, The Norwegian Research Council, labour unions, The National Union of Students in Norway and Eurodoc (The European Council of Doctoral Candidates and Junior Researchers).

As well as working to share our experiences both nationally and internationally, SiN aim to function as a network for the local interest organisations. All the board members of SiN are elected through delegates form the local PhD and post-doc organisations. The SiN board works with current challenges related to educational programmes, and economical and social relations for temporary scientific employees. SiN aim to promote exchange of ideas, information, and experiences with its member organisations, and strives to support local activities. Furthermore SiN works to establish interest organisations for all research fellows at Norway's universities and university colleges.

In 2016 SiN received NOK 500 000,- in funding from the Ministry of Education and Research. These funds are used to run the organisation, and in regards to representation and board meetings, as well as organising workshops. Most of the funds will be used for the completion of the *Eurodoc 2017 —Open Science* conference to be held in Oslo 26th—27th April 2017. Furthermore SiN has accrued membership fees for a total of NOK 14 000,- from its member organisation. These proceeds will be used to promote cohesion and cooperation between the member organisations.

The annual accounts for 2016 are compiled under the assumption of further operation. In order to maintain the current level of activity SiN is dependent on financial support or

income in excess of the membership fees. Increased equity will help support the operation in case of loss of financial support. A potential loss in income will lead to reduced activity, but the organisation will still be operational. The surplus in equity is therefore recommended to be used as a buffer.

2. Board composition

The board in the period 2015-2016 consisted of seven members and one deputy member, these were

- Vegard Stenhjem Hagen (NTNU) — President
- Teshome Mulugeto (NMBU) – Vice president
- Mayang Kusumawardhani (UiS) – Treasurer
- Erlend Dancke Sandorf (UiT) – Board member
- Ljubisa Gavrilovic (NTNU) – Board member
- Terese Wilhelmsen (NiH) – Board member
- Rachele Esterhazy (UiO) – Board member
- Jesper James Alvær (KHiO) – Deputy board member

The board in the period 2016-2017 consists of nine members, these are

- Vegard Stenhjem Hagen (NTNU) — President
- Rajesh Joshi (NMBU) – Vice president
- Javier Sanchez Romano (UiT) – Treasurer
- Rachele Esterhazy (UiO) – Board member
- Enrico Riccardi (NTNU) – Board member
- Anna Wirsing (UiT) – Board member
- Kristoffer T. Cumming (NIH) – Board member
- Ljubisa Gavrilovic (NTNU) – Board member
- Daniel Myklatun Tveit (UiS) – Board member

3. Member organisations

SiN consists of eight member organisations at Norwegian universities and university colleges that offer doctoral contracts and post-doctoral positions. These are

- UiODoc – Universitetet i Oslo
(2 843 doctoral contracts and 527,29 post-doctoral FTEs)
- DION – Norges teknisk-naturvitenskapelige universitet
(2 464 doctoral contracts and 370,47 post-doctoral FTEs)
- TODOS – Universitetet i Tromsø – Norges arktiske universitet
(798 doctoral contracts and 110,72 post-doctoral FTEs)

- SoDoC – Norges miljø- og biovitenskapelige universitet (519 doctoral contracts and 73,16 post-doctoral FTEs)
- UiSDC – Universitetet i Stavanger (332 doctoral contracts and 44,15 post-doctoral FTEs)
- PhD-UiA – Universitetet i Agder (213 doctoral contracts and 13,25 post-doctoral FTEs)
- NIHSPO – Norges idrettshøgskole (74 doctoral contracts and 6,00 post-doctoral FTEs)
- KunststipendiatForum – Program for kunstnerisk utviklingsarbeid (72 doctoral contracts).

Numbers are collected from *Database for statistikk om høgre utdanning* (DBH) for 2016.

During 2016 SiN has represented a total of 7 315 doctoral candidates and 1145.04 post-doctoral full time equivalents. This amounts to 76% and 78% of all doctoral candidates and post-doctoral FTEs in Norway. Establishing and recruiting organisations at the rest of the higher educational institutions in Norway is an ongoing project in order to increase representation.

4. Working environment

The board is of the opinion that the working conditions within the organisation is good. Therefore no measures have been taken in order to improve the working environment, and there are no planned measures. Most of the board meeting take place over video conferences, the board recognises the importance of meeting in person a couple of times a year in order to strengthen the personal motivation.

The working language is primarily English with regards to the share of foreigners that are scientific temporary employees in Norway. Communication with the government is done in Norwegian.

5. Environmental aspects

SiN has no material production that creates pollution. Any pollution is limited to transportation in regards to representation and board meetings. Most of the board meetings take place as video conferences in order to avoid unnecessary travel. No measures have been taken to decrease pollution, and no measures are planned to take place.

6. Gender equality

The gender equality in the board period January - May 2016 was

Women 43%

Men 57%

In the period May - December 2017 the distribution was

Women 22%

Men 78%

SiN has had no employees in 2016.

The board has noted the low share of women in the last period and wishes to improve it during the next period. We wish to mention that every woman up for election was elected. No measures are planned to combat discrimination as this is seen as not an issue.

7. SiNs roles nationally and internationally

SiN has through long-term activities the following roles:

7.A. Representation on several political arenas

As a platform that contributes with unique insight into the challenges that face doctoral candidates and post-doctoral researchers at Norwegian institutions, SiN has the opportunity to give important feedback for strategies to increase the quality of training, supervision and working conditions for this group.

- Local level:
SiN strives to be a stable umbrella organisation that supports the local interest organisations. This is done by giving the member organisations a network that simplifies flow of information and experience exchange, inspire local initiatives, and give advice in establishing new doctoral organisations.
- National level:
Through a representative in the research committee of The Norwegian Association of Higher Education Institutions since 2010 SiN is invited to participate in relevant national task forces. SiN has also engaged in question regarding research policy of importance to doctoral candidates and post doctoral researchers by participating in policy seminars. SiN also contributes directly as a consultative body for the Ministry of Education and Research.
- International level:
SiN has been a member of Eurodoc since it began in 2003. Eurodoc consists of 35 national interest organisations for temporary scientific employees from members of EU and the European Council. Eurodoc therefore represents early-stage researcher from all over Europe. SiN participates and support the work Eurodoc do in order to improve the conditions for temporary scientific employees at a European level through task forces and discussions. In 2017 SiN will host and plan Eurodocs annual conference general meeting in collaboration with UiODoc.

7.B. Main activities

In 2016 SiN has

- held eight board meetings, of which six online, one at the Norwegian School of Sport Sciences, and one at the University of Tromsø.
- participated at the conference *Karrierepolitikk – en nøkkel til høyere kvalitet* (Career policy - a key to higher quality) arranged by The Norwegian Association of Higher Education Institutions (UHR) in Oslo 9th February.
- arranged the workshop *Cooperate and promote – strategic tools for strengthening your organisation* in Oslo 18th–19th February for the member organisations.
- participated at Eurodocs conference and general meeting in Luxembourg 22nd–23rd April.
- held the annual general meeting 27th of May at NMBU.
- participated at the NIFU seminar *Hvordan oppnå kvalitet i publisering med åpen tilgang?* (How to achieve quality with Open Access publishing) 1st September.
- arranged a seminar on Open Access publishing and Open Science in collaboration with TODOS at UiT 29th September.
- presented at The Norwegian Association of Researchers (NAR) doctoral seminar 27th–28th October.
- been represented at NARs research policy seminar 15th November.
- initiated talk with the National Union of Students in Norway on a strengthened cooperation.
- had a close cooperation with Eurodoc in planning the annual Eurodoc conference to be held 26th–27th April 2017 titled *Open Science – Challenges and Opportunities for Early Career Researchers*.
- represented doctoral candidates at UHRs research committee.
- worked towards improving doctoral candidates and post-docs rights.

7.C. Board meetings and workshops

SiNs board meetings have mainly taken place over video conferences to avoid unnecessary travel, and to save funds. The board meetings have been used to discuss SiNs official position on current policies for doctoral candidates and post doctoral researchers. Information exchange and organisational questions have been a natural part of the meetings, as well as discussing hearing replies. Meeting minutes are available at stipendiat.no/documents. The meeting dates are summarised in table 1.

7.D. Hearing replies

During 2016 SiN has replied to the following hearings

- 15/5197 – Forslag til endring i studiekvalitetsforskriften (Suggestions to changes in the policy regarding study quality).

- 16/5816 – Nasjonale retningslinjer for åpen tilgang til forskningsresultater (National guidelines for open access to research results).
- 16/6308 – Forslag til nye bestemmelser om rapportering av individdata til database for statistikk om høyere utdanning og fagskoleutdanning (Suggestions for new policies regarding reporting individual data to the database for statistics pertaining to higher education and vocational training).

7.E. Information platform for doctoral candidates and post doctoral researchers

SiN acts as a low-threshold contact point for all doctoral candidates and post doctoral researchers in Norway, has received questions regarding regulations for doctoral training, financing, and supervision. In inquiries like these SiN is able to either respond directly or forward the question to the right instance. SiN has also acted as a link between its partners and its own member organisations which has contributed to a significant information flow for scientific temporary employees.

SiNs official homepage can be found at Stipendiat.no. SiN also operates an active Facebook page, as well as a Twitter account to help reach our members and spread relevant information to this target group. The Facebook page can be found at [Facebook.com/Stipendiat](https://www.facebook.com/Stipendiat), whereas the Twitter handle is @Stipendiat. In conjunction with the coming Eurodoc conference *Open Science — Challenges and Opportunities for Early Career Researchers* the webpage Eurodoc-Oslo2017.org has been established.

Through a targeted campaign since the last half of 2016 SiN has increased its reach and more than doubled the amount of “likes” on the SiN Facebook page. This makes it easier to inform and engage the audience of SiN in important cases as it is a easy contact point that reaches many.

Table 1: Overview of SiN board meetings in 2016.

Date	Event
18.01.2016	Board meeting via online conference
19.02.2016	Board meeting and workshop at NIH
04.03.2016	Board meeting via online conference
27.04.2016	Board meeting via online conference
28.05.2016	General meeting at NMBU
06.06.2016	Board meeting via online conference
19.08.2016	Board meeting via online conference
29.09.2016	Board meeting at UiT
17.11.2016	Board meeting via online conference

8. Economy

8.A. Estimated budgets at SiNs member organisations

- **UiODoc:** 250,000 NOK/year. This includes compensation for UiODoc board members. Representation in varying boards and committees at a different levels is compensated from UiOs budget.
- **DION:** 665,000 NOK/year estimated in 2016. This includes 2 months compensation for the president and 1 month compensation for every other board member, including a secretary employed in a 25% position. 100,000 NOK/year in funding to create a social arena for its members at NTNU. Board members are compensated from NTNUs budget.
- **TODOS:** 250,000 NOK/year. This includes compensation for board members of TODOS. Representation in different boards and committees on different levels are compensated from UiTs budget.
- **SoDoC:** 190,000 NOK/year. This includes compensation for board members of SoDoC for a total of 3.5 months. Board members in SoDoC as well as representatives in different boards and committees are compensated from NMBUs budget.
- **UiSDC:** 25,000 NOK/year. UiSDC can apply for further economic support if the need arises. Board members of UiSDC, as well as representatives of different boards and committees at different levels are comensated from UiS' budget.

8.B. Fiscal year of 2016

An overview of the fiscal results can be found in table 2. Assets can be found in table 3, and an overview of equity and debt can be seen in table 4.

Table 2: Operating profit. All numbers in NOK.

Year	2016	2015	2014	Note
Capital at the beginning	404 233.59	327 355.32	28 154.97	
Revenues				
Membership fees	14 000.00	12 000.00	12 000.00	1
Government grants	500 000.00	300 000.00	300 000.00	2
Funds and gifts collected	110 000.00	-	25 000.00	3
Miscellaneous income	-	-	7 962.84	
Total revenue	624 000.00	312 000.00	344 962.94	
Operating costs				
Travel and meeting costs	112 589.95	63 619.48	31 079.90	4
Seminars and conferences	16 080.88	7 793.75	13 125.00	5
Eurodoc membership fee	2 909.40	2 703.60	2 530.20	6
Webpage	2 185.86	296.25	160.00	7
Bank services	2 259.13	1 477.75	1 071.00	8
Audit fees	8 750.00	6 250.00	-	9
Board compensation	97 503.00	100 200.00	-	10
Tax for board compensation	52 498.00	49 800.00	-	11
Post box	-	1 533.86	-	12
Sponsorships of member orgs.	4 907.14	-	-	13
Total operating costs	299 683.36	233 674.69	47 966.10	
Operating profit	323 316.64	78 325.31	296 996.74	
Financial income and expenses				
Interest income	307.87	357.96	177.45	14
Total financial income	307.87	357.96	177.45	
Annual result	324 624.51	78 683.27	297 174.19	

8.C. Notes to fiscal year 2016

The annual accounts are prepared in accordance with the Norwegian Accounting Act's rules for small enterprises. Revenues consist mainly of government grants and sponsorship funds. Government grants are recognized as income in the payment year. Unused grants are allocated as current liabilities. Sponsorship funds received in 2016 are revenue related to the Eurodoc conference to be completed in 2017 and unused funds are allocated as current liabilities.

1. Membership fee from member organisations - 6 pcs. à kr. 2 000 (year 2016) + 1 pcs. à kr. 2 000 (year 2015).

Table 3: Assets. All numbers in NOK.

Assets	2016	2015	2014	Note
Claims				
Short-term claims	-	-	2 000.00	
Total claims	-	-	2 000.00	
Bank deposit				
Bank deposit	728 858.10	404 233.59	325 355.32	
Total assets	728 858.10	404 233.59	327 355.32	

Table 4: Equity and debt. All numbers in NOK.

Equity and debt.	2016	2015	2014	Note
Transfers				
Provision for other equity	14 000.00	12 000.00	39 000.00	15
Total transfers	14 000.00	12 000.00	39 000.00	
Equity				
Other equity	93 154.97	79 154.97	67 154.97	16
Total equity	93 154.97	79 154.97	67 154.97	
Short-term debt				
Grants received, not utilised	635 703.13	325 078.62	260 200.35	17
Total debt	635 703.13	325 078.62	260 200.35	
Sum equity and debt	728 858.10	404 233.59	327 355.32	

2. Grant from Ministry of Education and Research over the state budget kap. 270, post 74.
3. Sponsorship for the Eurodoc Conference 2017 in Oslo. SiN has received sponsorships from NTNU (kr. 40 000), UiS (kr. 40 000), NMBU (kr. 20 000) og UiO (kr. 10 000) in 2016.
4.
 - a) SiN workshop in Ås in February, including
Travel expenses for board members
Meals
 - b) Expenses for the Eurodoc genegal meeting in Luxembourg in April, including
Travel expenses for board members
 - c) Expenses in conjunction with SiN general meeting at Ås in May, including
Travel expenses for board members and delegates
Meals
 - d) SiN board meeting in Tromsø, including
Travel expenses for board members
Meals
5. Travel expenses for board member
6. Annual membership fee for Eurodoc
7. Web page (Stipendiat.no and Eurodoc-Oslo2017.org), and Facebook promotion.
8. Administrative costs for bank account.
9. Audit fees for 2016.
10. Compensation of SiN board members
11. Employer tax to ÅS KOMMUNEKASSERERKONTOR for board member compensation.
12. Yearly cost for postbox.
13. Sponsorships to member organisations (PhD movie – UiODoc and UiSDC).
14. Interest from bank deposits.
15. Membership fee put aside for equity.
16. Membership fee (kr. 14 000) put aside for other equity.
17. Unused grant for Ministry of Education and Research. The grant is is from July to July and will mostly be used in April/May for board compensation, annual general meeting and the Eurodoc Conference.

8.D. Budget for board period 2017-2018

Budget for board period 2017-2018 is shown in table 5 and is set up under the assumption of increased activity and further operation.

Table 5: Budget for board period 2017-2018. All numbers in NOK.

Revenue		
Grant from Ministry of Education and Research	350 000.00	
Membership fees	12 000.00	
Total revenue	362 000.00	
Operational costs		
Compensation of board members	150 000.00	Including tax
Administrative fees	15 000.00	Auditor, bank administration, etc.
Membership fee Eurodoc 2017 (300 EUR)	2 700.00	
Regular representations	35 000.00	Fees and travel costs
General meeting and conference 2018	50 000.00	
SiN workshops and board meetings	105 000.00	3 Workshops planned
Work with establishing local orgs.	10 000.00	
Total operational costs	367 700.00	
Budgeted result	- 5 700.00	

Board of The Association of Doctoral Organisations of Norway in 2016/2017

Vegard Stenhjem Hagen President	Rajesh Joshi Vice president	Javier Sanchez Romano Trasurer
Rachelle Esterhazy Board member	Enrico Riccardi Board member	Anna Wirsing Board member
Kristoffer Toldnes Cumming Board member	Ljubisa Gavrilovic Board member	Daniel Myklatun Tveit Board member



Stipendiatorganisasjonene i Norge
SiN board

Org. nr: 885 485 472
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