

# Stipendiatororganisasjonene i Norge

## Board meeting

Date: 21.10.2020

Time: 17:00

Place: Zoom

## Agenda

1. Organisational remarks
2. Presentation of communication strategy (Camilla)
3. PhD seminar Bergen (Ingvild)
4. Request from TODOS: what to do when research ideas of PhDs are stolen?
5. Establishment of local organisation for NHH (Bergen business school)

## Attendees

- Sin board: Yannik, Ingvild, Camilla, Margret, Enrico, Miro

## Minutes

*Meeting start: 17:05*

### *1. Organisational remarks*

Everyone should now have access to the shared SiN Google Drive. If someone does not, for some reason, they should send Yannik an email or private message and he will look into it. There are two separate Drive folders: one for this year (SiN), and an old one for previous years (SiN - Archive). The SiN Drive contains essential information on working groups and the monthly meetings. Each month, Yannik will publish an agenda for the monthly meeting on the Google Drive. Margret will take minutes in this document, so everyone can look back to read what was discussed at previous meetings. Yannik encourages everyone to ask him if there are still questions concerning the Google Drive contents and its workings. The SiN Drive also contains a spreadsheet where we keep track of the time that we spend on meetings, conferences etc. This should be regularly updated. For joint meetings, we should take care that the amount of time registered for these does not differ among the people who attended. In addition to actual activities, 50% of the time spent travelling to and from SiN related activities can also be registered. Enrico adds that before every monthly meeting, all board members should carefully check the agenda and upload their hours. This is to ensure that meetings are more effective (because people do their homework up front), and also to be able to keep track of the hours throughout the year (so it does not have to be evaluated all together at the end of the board year).

In addition to the Drive, everyone will be added to the SiN email lists, and should receive emails that are sent to [mail@stipendiat.no](mailto:mail@stipendiat.no) and [styret@stipendiat.no](mailto:styret@stipendiat.no) in the future. Grace and Yannik have separate SiN email addresses for the treasurer and president roles, respectively.

## *2. Communication strategy*

Margret, Enrico, Bikal, Hiu and Camilla met two weeks ago to discuss the communication strategy for SiN. Camilla took notes and synthesised the results of this discussion in a short proposal laying out the most important actions and persons responsible. In short:

- A newsletter is to be sent out together with an invitation to attend the SiN meeting to all local organisations once every three months. Responsible: Yannik. Margret offers to assist.
- The website is used as a central information hub. Everyone should send in a picture and write a couple of sentences about themselves and the institution that they're, to be posted on the about page. There are some other updates that will be implemented on the website. Responsible: Hui (publishing content). Documentation will be kept up to date by Margret. All other board members deliver content as needed.
- Press releases should be relatively short and straightforward. Until we have done a few press releases of our own, we can rely on examples from other institutions that Camilla will provide. Responsible: Yannik. Camilla will check Norwegian.
- Keeping track of public discussion is important to identify important topics on which we should either comment/react. Responsible: Camilla. Closely connected to social media.
- Social media is used to promote SiN's work and share information about work done by other relevant organisations. Responsible: Bikal. Closely connected to public discussion.

A point that was not discussed during the strategy meeting, but that is included in the communication strategy proposal, is contact with the unions. Camilla has regular dialogue meetings with the local unions at OsloMet. Should SiN strive to do this annually or biannually? A brief discussion of the point and benefits follows. Unions can 1) answer legal questions that we have, 2) co-host events, or 3) learn from insights that we have about their PhD and postdoc members. Since contact with the unions does not specifically deal with outside communication, this section will be removed from the communication strategy. Instead, Yannik will put this topic on the agenda for the next monthly meeting, to discuss the details about our contact with the unions.

When drafting the communication strategy proposal, Camilla came across a 'communication manager'. This role is mentioned in the SiN documentation, but we did not explicitly appoint one at the AGM. In theory, the communication manager deals with all external communication. Right now we don't have a communication manager, but rather a communication group, where Hiu manages the website, Bikal manages social media, and Camilla manages the public discussion (and possibly Norwegian press releases). The working groups for career inside academia and career outside academia will probably need to send out press releases soon. Margret mentions that the COVID-19 extension survey results are also close to being finalised, and that the local organisations might benefit from obtaining individual reports. For example, the conclusions have already helped DION to convince the deans at NTNU that PhDs are suffering delays due to the pandemic. Everyone agrees that this is useful and can be done under the banner of SiN. Camilla offers to help Margret finish up the analysis.

## *3. PhD seminar Bergen*

Ingvild was approached by someone from the Psychology department from UiB with the request to give a presentation about mental health of PhD students and postdocs in Norway. She will have 20 minutes to speak on this topic next week, and encourages everyone who has input on this topic to send it to her asap. Margret will send her some detailed results regarding mental

health arising from the COVID-19 extension survey. It is doubtful how much space Ingvild will have to go into COVID-19 situation, as she has been asked to give the same talk as before, but in less time.

Margret asks what the mental health situation in other universities is like. UiODoc has been having talks with the Occupational Health Services Unit to make PhDs and postdocs more aware of the services they can get at UiO. Perhaps other organisations are also wanting to push PhD and postdoc mental health forward as a problem at their university as well?

Ingvild explains that solutions vary from university to university. The aim of the mental health working group is to get more dedicated and accessible counselling services for PhDs and postdocs, because they face different issues than regular employees or students. The mental health working group currently consists of Ingvild, Camilla and Margret. They will set up a meeting next week to discuss specific plans for what they want to achieve this year.

#### *4. What to do when research ideas of PhD students are stolen by their supervisor?*

This question was posed by a member of TODOS, where a PhD student recently experienced having their idea stolen by a supervisor and is now asking for help. The question specifically revolves around what contractual provisions exist and the possibility to set up guidelines for ownership of ideas. The problem is that 'research idea' can mean a wide range of things, and whether or not something can be done about having one stolen depends on legal definitions such as intellectual property rights. To get a feeling for how widespread this problem is and what can be done about it, this issue should be discussed with all local organisations, for which a meeting will be scheduled late November. Yannik asks if anyone wants to share any opinions or experiences right now. Enrico mentions a case from personal experience which shows that tenured professors are extremely well protected and that in most cases, it will be difficult for the duped PhD students to achieve anything. Miro offers a case that involved patenting and questions whether PhD students have any rights to own the patents arising from their research. Often, the university may claim a large percentage of the profits arising from commercialisation of a research idea. Camilla says that the humanities work differently, because results from humanities scholarship are rarely commercialised, but research ideas also get stolen there. Yannik emphasises the importance of keeping research ideas to yourself until the results are actually published. But this advice pertains to sharing ideas with external peers, rather than direct collaborators. How to protect an idea from being stolen by your supervisor, whom one should be able to trust? While the protection of work results is relatively strong, the protection of work plans is relatively weak. Nonetheless, it is a problem. Camilla mentions the possibility of gathering experiences and hosting a webinar dedicated to this topic.

#### *5. NHH local organisation*

NHH has approached SiN to ask for help in setting up a local organisation for the business school in Bergen. While they haven't held elections yet, they have established a board already and Yannik has provided them with the additional steps necessary to get them started. Margret asks if there are many other universities or degree-conferring institutions in Norway that don't have a local organisation yet, but that in the eyes of SiN should have. Camilla and Ingvild offer some suggestions of institutions that are new or that have grown a lot in the past years. Whether we want to approach any of these organisations will be a matter for discussion at the next board meeting.

## *6. Next board meeting*

The next meeting will be held in November and all the chairs of local organisations will be invited. Yannik will draft an invitation and share this with Margret before sending it out. Enrico proposes to include information on the working groups in this email, to attract potential new members for the working groups and to increase the likelihood that the chairs will attend the SiN meeting. This invitation will also include a doodle and a request to provide agenda points. Yannik will put a preliminary agenda for this meeting online tomorrow. The deadline for the SiN board to add suggestions is 8 November. Once a date has been set, the meeting will be confirmed and the final agenda will be sent out to the local organisations, together with the newsletter.

## *7. Any other business*

Enrico mentions the positive news that the working group for career inside academia has grown with one additional member (external to SiN) and that they are drafting plans for a publication soon.

*Meeting end: 18:09*



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Margret Veltman

Date: 21.10.2020