



Stipendiatororganisasjonene i Norge

The Association of Doctoral Organisations in Norway

Board period report 2020 - 2021

27 November 2021

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1 Executive summary

The Association of Doctoral Organisations in Norway (SiN), is a nationwide umbrella organisation for doctoral interest organisations at Norwegian higher education institutions. SiN works to promote the interests of PhDs and postdocs in Norway, by functioning as a network for its member organisations and representing them on matters of mutual interest at the national level and international level.

SiN consists of a board that is elected from the persons represented by its member organisations and meets approximately once a month. Since the board members are spread across the country, the organisation does not have a visiting or a postal address. Communication with and within the board mainly takes place via e-mail and video conferencing, although meetings in person are arranged wherever possible, to strengthen collaboration. For the period 2020-2021, the SiN board consisted of eleven board members from six member organisations (**2.1**). The board's activities, however, are structured to promote the interests of all member organisations. In 2021, SiN had nine approved members and two aspirant members, who collectively represent about 87% of all PhDs and postdocs (full-time equivalent) in Norway (**3.1** and **3.2**).

SiN is a non-profit, voluntary and independent organisation, and is not affiliated with any trade union. SiN focuses in particular on quality researcher education with regards to supervision and training, stable funding, diverse career development opportunities and perspectives, and healthy working conditions. Safeguarding and improving these does not only benefit individual temporary scientific employees, but also Norway's competitiveness in a global academic community. Improving and developing doctoral education in Norway is a continuous process in which SiN collaborates with other relevant institutions in the sector such as the Ministry of Education and Research (KD), Universities Norway (UHR), the Research Council of Norway (NFR), the Young Academy (AYF), national trade unions, and EuroDoc (the European Council of Doctoral Candidates and Junior Researchers). To achieve this, SiN works in a variety of ways, through formal representation in external bodies, consultation statements, working group surveys and reports, and participation in various discussion forums (**4.1 – 4.5**). These activities were targeted towards topical issues and policy developments in 2020-2021, such as researcher recruitment and career development; proposed changes in the academic career structure, assessment, and promotion; the government's long-term plan for research and higher education; the national elections and formation of the new government; the debate on internationalisation in academia; and not least the severe impact covid-19 has had on research throughout the past one and a half years.

In addition to advocating for the interests of our member organisations nationally and internationally, SiN functions as a network for its member organisations, and as a channel for conveying important information of interest to temporary researchers. To this end, SiN invites member organisations to quarterly meetings, distributes a quarterly newsletter, maintains an MS Team for local leaders of doctoral organisations, and regularly provides updates on Facebook and Twitter (**4.6**).

In the board period 2020-2021, SiN held eleven board meetings, three quarterly meetings and sent out three newsletters to member organisations (4.1). SiN attended three biannual meetings of UHR-Forskning, seven meetings of the working committee and nominated two delegates for the new national body of PhD education within teacher education. SiN additionally participated in the EuroDoc AGM, for which it also nominated four candidates, and attended the closing conference of the national Committee for Gender Balance and Diversity, for which it will nominate a representative in 2022 (4.2). SiN published four position statements concerning important aspects of doctoral education highlighted by our members, and consulted its members on several hearing replies. Specifically, SiN represented its members by giving input to four consultations from the Ministry of Education and Research, and replying to three UHR surveys (4.3). SiN also presented a statement to the Ministry for Education and Research on the effects of the pandemic in December 2020. In connection to the Long Term Plan, SiN attended five regional input meetings.

Two reports were published in late 2020 by the working groups on Career development inside Academia and Mental Health and Well-being (4.4). Work of the Mental health and Well-being group is still ongoing and a new follow-up survey, as well as an international collaborative opinion piece are underway. In addition, a new working group was established in response to inquiries about intellectual property and is planning an interactive workshop. Two other working groups took on the task of improving SiN's internal documentation and online presence, by revising the guidelines, drafting a communication plan and updating the website. To communicate more broadly about our work, SiN gives invited presentations at conferences and universities (4.5). Specifically, SiN gave four talks about the mental health aspects of doing a PhD, and hosted a session in international mobility and career development at the Forskerutdanningskonferansen. SiN also keeps reaching out to potential members at higher education institutions that are not yet represented by our umbrella organisation. To this end, SiN gave introductory presentations for three new doctoral programmes. To promote awareness of the national elections, SiN also surveyed political parties for their research politics and published our expectations for the new government on our website. A selection of media where SiN is featured in articles written by journalists from various Norwegian news outlets, is given in 4.7.

SiN receives funding from the Ministry of Education and Research. In 2020, the amount of subsidy received was NOK 250,000 (5.1). SiN also receives membership fees totalling NOK 2000 per member organisation per year. The income of SiN is spent on the operation of the organisation - including costs in connection to representation, board meetings, workshops and the Annual General Meeting (AGM) - as well financial compensation for the board, at a level that is decided by the AGM. Due to the worldwide pandemic and subsequent lockdown, the usual expenses related to travel and meetings were drastically reduced in the last board period. Most of the budget of 2020 was therefore spent on the AGM, that was held in a hybrid format at the University of Oslo, and on compensation for the board. In the last two board periods, the workload of the board has steadily increased as a result of the growing number of member organisations and professionalisation of the organisation. To maintain its current level of activity, therefore, SiN relies on continued additional funding outside its membership fees.

2 Board 2020-2021

2.1 Board composition

The board for 2020-21 was elected on 11 September 2020 at the University of Oslo, and consisted of:

Yannik Schneider (UiT) – President - *resigned August 2021*
Margret Veltman (UiO) – Vice President
Grace Alinaitwe (NMBU) – Treasurer
Bikal Ghimire (NMBU) – General board member
Camilla Holm (OsloMet) – General board member
Ingvild Mageli (UiT) – General board member
Miroslav Bobřík (UiT) – General board member
Idd Andrea Christensen (NTNU) – General board member – *resigned November 2021*
Enrico Riccardi (NTNU) – General board member – *resigned April 2021*
Hui Cheng (UiS) – General board member – *resigned January 2021*
Yizhou Shen (UiO) – General board member – *resigned September 2020*

In August 2021, the President resigned and was replaced by the Vice President as Acting President until the end of the board term. Four other general board members resigned throughout the year (in September 2020, January 2021, April 2021, and November 2021), due to a variation of personal and professional reason. This reduced the number of active board members down to six towards the end of the board period.

2.2 Board term

Similar to last year, this board term was longer than usual. Due to the pandemic, the Annual General Meeting in 2020 was postponed from its usual date in May to September. At this AGM, it was decided that the AGM 2021 should be held in November/December, in order to align the board period reporting more closely with the annual and financial reporting. The term of office therefore spanned 15 months and nearly three full semesters.

2.3 Gender balance

Of 11 elected board members, 5/11 were female and 6/11 were male. Female participation in the board was therefore 45%. This is an improvement from recent years, where female participation was 40% (in the board period 2019-2020) and 20% (in the board period 2018-2019), respectively.

2.4 Working environment

All board meetings, apart from the AGM, were held digitally through Zoom. In addition to the AGM, SiN board members have met locally for work meetings and participation in conferences, which are described in more detail in Section 4.

3 Member organisations

3.1 Approved members

At the start of the board period 2020-2021, SiN had nine member organisations, who represent about 10,000 or 88% of all active doctoral agreements in Norway. These organisations and the higher education institutions with which they are affiliated are listed below, in order of decreasing numbers of enrolments (in 2020) and full-time equivalent employees (in 2021):

Name	Institution	PhDs enrolled	PhDs (fte)	Postdocs (fte)
DION	NTNU – Norwegian University of Science and Technology	2995	1790	374
UiODoc	UiO – University of Oslo	2920	1136	566
UiBDoc	UiB – University of Bergen	1585	679	242
TODOS	UiT – The Arctic University of Norway	930	556	140
SoDoC	NMBU – Norwegian University of Life Sciences	510	254	87
UiSDC	UiS – University of Stavanger	440	275	71
UiADoc	UiA – University of Agder	395	235	39
PhD-forum	OsloMet – Oslo Metropolitan University	350	224	22
NIHSPO	NIH – Norwegian School of Sport Sciences	65	39	7

3.2 Aspirant members

In 2021, two additional organisations applied for membership. Their applications will be formally approved at the AGM on 27 November 2021. These are:

Name	Institution	PhDs enrolled	PhDs (fte)	Postdocs (fte)
NHHdoc	NHH – Norwegian School of Economics	125	102	35
PhD-forum	ØUC – Østfold University College	(no data)	37	0

3.3 Affiliate members

In addition, there is a growing number of inter-institutional doctoral organisations or research schools in Norway, with members from different higher education institutions. To allow these organisations the benefits of national cooperation, SiN plans to allow these organisations to join the shared communication platforms of the network as ‘affiliate members’. While not having the same formal rights and duties of regular member that are tied to a single institution, affiliate members share many of the same interests and concerns and are therefore valued partners for dialogue and knowledge exchange. The possibility for affiliate membership will be formally approved at the AGM on 27 November 2021.

4 Activities

4.1 Board meetings and quarterly meetings

SiN has held eleven regular board meetings from September 2020 until November 2021. These were all held online. Not counting board members who resigned or were on leave, attendance was always higher than 50% and averaged around 75%.

Date	Type	Attendance	Notes
22.09.2020	Board meeting	70%	
21.10.2020	Board meeting	60%	
16.12.2020	Board meeting	80%	
26.01.2021	Board meeting	80%	
16.02.2021	Board meeting	80%	
30.03.2021	Board meeting		<i>Cancelled</i>
18.05.2021	Board meeting	86%	
01.07.2021	Board meeting	57%	
18.08.2021	Board meeting	86%	
16.09.2021	Board meeting	83%	
05.10.2021	Board meeting	83%	
09.11.2021	Board meeting	50%	

To facilitate the dialogue with our member organisation between the Annual General Meetings, SiN started hosting quarterly meetings with the Presidents of local organisations at 3-month intervals. Following each Quarterly meetings, a newsletter was sent out summing up the most important discussion points and items for follow up. In the board period 2020-2021, the Quarterly meetings were held on the following dates:

Date	Type	Attendance
26.11.2020	Quarterly meeting	SiN board, DION, NHHdoc, PhD-Forum OsloMet, TODOS, UiADoc, UiBDoc, UiODoc, UiSDC
27.05.2021	Quarterly meeting	SiN board, DION, IBA-PhD, NIHSP0, PhD-Forum OsloMet, TODOS, UiADoc, UiBDoc, UiODoc, UiSDC
31.08.2021	Quarterly meeting	SiN board, DION, IBA-PhD, NHHdoc, NIHSP0, PhD-Forum OsloMet, PhD-Forum ØUC, SoDoC, TODOS, UiADoc, UiBDoc, UiODoc, UiSDC

From November 2020 to August 2021, attendance rose from eight doctoral organisations to all twelve doctoral organisations affiliated with SiN, including nine approved members, two aspirant members and one inter-institutional doctoral organisation. We hope to retain this level engagement at the AGM and throughout the next board terms.

Minutes from all board meetings and quarterly meetings can be found on the SiN website¹.

¹ <https://stipendiat.no/documents-2/documents/>

4.2 Representation in external bodies

Universities Norway (UHR)

Each year, SiN has a delegate in the working committee of the research section of Universities Norway (UHR-forskning), which consists of representatives of each member institution. The section meets 1-2 times a year, and the committee 4-6 times a year. During the board period 2020-2021, SiN attended the following UHR meetings:

Date	Meeting
22.09.2020	Working committee
23.11.2020	UHR-forskning biannual meeting, working committee
12.02.2021	Working committee
07.04.2021	Working committee
10.05.2021	UHR-forskning biannual meeting
31.05.2021	Working committee
17.09.2021	Working committee
03.11.2021	Working committee
08.12.2021	UHR-forskning biannual meeting

EuroDoc

SiN is a member of the European Council of Doctoral Candidates and Junior Researchers, as one of 29 national doctoral organisations from 26 different countries in Europe. Due to the postponed SiN AGM in 2020, the SiN board was not able to attend and appoint a delegate to the EuroDoc AGM until July 2021, leading to a gap in representation of SiN within EuroDoc. Since July, the contact with EuroDoc has been restored and SiN has been in dialogue with EuroDoc on how to ensure that SiN can still have a delegate in EuroDoc, even when our respective AGMs are not aligned or attendance is not possible. The outcome of these discussion was that a special EuroDoc liaison officer will once again be appointed at the SiN AGM and be the formal contact point for EuroDoc throughout the SiN board period. SiN also made efforts to collect nominations for the EuroDoc board, and submitted four of these to the EuroDoc AGM 2021 on behalf of its member organisations.

National body for PhD education within teacher education

SiN has also appointed two PhD-representatives to the new national body for PhD education within teacher education (“Nasjonalt fagorgan for PhD utdanning innen lærerutdanning”), as requested by UHR-Lærerutdanning. These representatives are currently doing a PhD in the field of teacher education. SiN nominated Tone Louise Stranden (OsloMet) and Arild Julius Østrem (OsloMet).

Committee on Gender Balance and Diversity

The Committee for Gender Balance and Diversity (Kif-komitéen) recently concluded its activities at a conference in Oslo, and will start a new committee for the term 2022-2025. SiN will appoint a representative to represent the interests of PhDs and postdocs in this committee, that will start its activities early next year.

4.3 Consultations

In the board period 2020-2021, SiN replied to the following national consultations from the Ministry of Education and Research (KD):

Date	Topic	Description
10.02.2021	Horizon Europe	20/5959 “Invitasjon til å gi innspill til strategi for norsk deltakelse i det europeiske forsknings- og innovasjonssamarbeidet”
18.06.2021	Researcher recruitment and career development	21/2516 “Høring av utkast til strategi for forskerrekuttering og karriereutvikling”
22.08.2021	Digitalisation in the higher education sector	21/1836 “Høring - Strategi for digital omstilling i universitets- og høyskolesektoren 2021-2025”
10.09.2021	Long Term Plan for research and higher education	21/2786 “Innspill til neste langtidsplan for forskning og høyere utdanning”

On 1 December 2020, SiN attended a digital meeting on the consequences of the pandemic for research, organised by the Ministry of Education and Research. A transcript of the statement that SiN gave to the minister can be found on the SiN website². In addition, SiN participated in multiple regional input meetings organised by the Ministry of Education and Research on to gather local viewpoints on the new Long Term Plan:

Date	Topic	Description
01.12.2020	Effects of the pandemic for research	20/888-249 “Digitalt møte med statsråden om koronapandemiens konsekvenser for forskningen”
25.05.2021	Long Term Plan regional input meeting, Mid Norway	20/6521 “Invitasjon til digitale, regionale innspillmøter - Langtidsplan for forskning og høyere utdanning 2023-2032”
28.05.2021	Long Term Plan regional input meeting, West Norway	<i>Idem.</i>
31.05.2021	Long Term Plan regional input meeting, North Norway	<i>Idem.</i>
01.06.2021	Long Term Plan regional input meeting, East Norway	<i>Idem.</i>
08.06.2021	Long Term Plan regional input meeting, South Norway	<i>Idem.</i>

² <https://stipendiat.no/2020/12/delayed-phds-are-experiencing-lack-of-possibilities-for-compensation-from-institutions-during-covid-19/>

SiN has also actively contributed to surveys and reports issued by the Universities Norway Council (UHR):

Date	Topic	Description
19.02.2021	Handling of extensions for PhD students due to covid-19	Kartlegging av institusjonenes håndtering av forlengelser for ph.d.-stipendiater grunnet korona
16.06.2021	Academic career assessment	NOR-CAM – Veileder for vurdering i akademiske karriereløp
23.08.2021	Academic career structure	En helhetlig stillingsstruktur i akademia – rapport fra Stillingsstrukturutvalget

All consultation statements and input on surveys and reports can be found on the website³.

4.4 Working groups

In the previous board period 2019-2020, SiN established several working groups to work on topics relevant for the conditions of PhDs and postdocs:

- *Career development inside Academia*
- *Career development outside Academia*
- *Mental Health and Well-being*
- *Mobility and Internationalisation*
- *Open Science & Open access*

Results of these working groups were presented at the AGM 2020. While not all working groups retained an equally level of activity throughout 2020-2021, two of them were especially relevant during this board period as they related to ongoing policy development and public debate concerning the academic career structure (Career development inside Academia) and the effects of the pandemic for (young) researchers (Mental Health and Well-being).

Career development inside Academia

The founder of the working group continued to work on the survey results generated before with two external researchers from NTNU and UiA, and published an independent report highlighting the structural barriers to obtaining a permanent job in Norwegian academia. The raw data and the report, entitled “Embedded Discrimination and Career Tips for junior researchers”, are publicly available in an online repository⁴. The results were discussed in higher education media outlets such as Khrono⁵ and Forskerforum⁶. While this was not primarily a SiN publication, data were generated with support of SiN’s network and infrastructure and SiN is acknowledged in the report.

³ <https://stipendiat.no/documents-2/hearing-statements/>

⁴ <https://zenodo.org/record/4317585#.YZGBxlPTXRa>

⁵ <https://khrono.no/karrieretrobbel-i-akademia/541485>

⁶ <https://www.forskerforum.no/postdokterer-blir-utnyttet/>

Mental Health and Well-being

Since the start of the pandemic, this working group has focused on the effects of the pandemic for the working environment and well-being of PhDs and postdocs, and especially the issue of compensation for research delays. Survey results collected in collaboration with UiODoc, OsloMet and DION were analysed in the Fall of 2020 and published in a report detailing the extent of research delays and the lack of adequate contract extensions for researchers on time-bound projects. The result was announced with a press release and can be found on the SiN website⁷, together with a statement presented to the Minister for Education and Research on 1 December. The results were also discussed in Khrono⁸ alongside an opinion article written by SiN in Forskerforum⁹.

The working group also participated in a focus group on “Doctoral education in the corona pandemic”, organised by the Doctoral Committee of the Swedish National Union of Students (SFS-DK). This was the beginning of a Scandinavian collaboration of doctoral organisations in neighbouring countries (PAND in Denmark and SFS-DK in Sweden), to compare the commonalities and difference between the Scandinavian countries and come up with a common solution. An international writing was assembled who are currently co-writing an opinion piece that is planned to be published in the three countries simultaneously. In addition, the working group started collaborating with the Young Academy (AYF) on the intangible effects of the pandemic and its intersection with mental health. A follow-up survey to the previous one is now being prepared and will be released soon before the end of the board period.

In addition to these pre-established groups, several new working groups were established in response to emerging topics. Two of these addressed the internal workings of the SiN board (Communication strategy and Guidelines), another one the apparent need for better information on intellectual property of PhD research, as brought to our attention by one of our members.

Intellectual property rights

Following enquiries from members on intellectual property of research ideas and a thorough discussion with our member organisations at the first quarterly meeting in November 2020, a working group consisting of one SiN board member and two external members was established in early 2021 with the goal to host an interactive workshop exploring the issue of PhD’s intellectual property from multiple angles. Due to the leader of the working group going on leave, planning for this event has been temporarily put on hold. SiN still sees a demand for better communication surrounding the power dynamics and pitfalls regarding intellectual ownership of PhD research, however, and plans to actively recruit new board members to work with the topic for the next board period.

⁷ <https://stipendiat.no/2020/12/delayed-phds-are-experiencing-lack-of-possibilities-for-compensation-from-institutions-during-covid-19/>

⁸ <https://khrono.no/84-prosent-av-stipendiatene-er-forsinket-pa-grunn-av-korona/528987>

⁹ <https://www.forskerforum.no/stipendiatene-trenger-korona-kompensasjon/>

Communication strategy

The Communication working group was established to develop a coherent communication strategy for SiN, with a clear division of labour and timeline for recurrent tasks. The plan was presented to the board on 21 October 2020 and will be adopted as a formal part of the guidelines by the end of the board period. Since its inception, the group has gone on to review relevant news and public information and to update the SiN board on topical issues within the higher education sector. This information is shared with the board via email and with the public through our presence on social media, including Twitter and Facebook. The Communication working group also worked on an improved version of the SiN website, which went live in December 2020, and continuous to update the SiN website with relevant information, minutes of board meetings, consultation and positions statements, and other reports on SiN's activities.

Guidelines

The communication plan was part of an overarching ambition to review and update the internal guidelines of SiN, including in addition: a detailed Treasurer handbook; extensive role and task descriptions for all positions that are needed in the SiN board; routines for communication with member organisations and representation in various platforms; best practices for board meetings, quarterly meetings, the AGM and the transition period to the new board; and an annual calendar of the most important dates, deadlines and events for the SiN board throughout in the year. In addition, the Guidelines working group has reviewed and updated the SiN Google domain (stipendiat.no) and email lists, and is in the process of reorganising the Google Drive structure to make information more accessible.

Stability of working groups

During the board period of 2020-2021 it became apparent that it is infeasible to have five active working groups in parallel at all times. Many of the working group members had a double role, for example as UHR delegate, President or Treasurer, and those that did not were limited in number – especially towards the end of the board year. In addition, SiN needs a baseline level of work hours already for basic operations such as maintaining contact with local organisations, disseminating information, attending conferences and meetings, and preparing consultation replies. The SiN board 2020-2021 therefore decided to work on only the most topical and urgent themes, determined by policy developments and actual needs and questions arising from our member organisations.

Since it is likely that with the emergence of new problems and policy agendas new working groups will be established, the number of working groups will quickly become untenable if some of them don't reach their conclusion during the board period. The current board therefore advises the future boards of SiN to prioritise which issues they want to work on, and to define clear project lifetimes and deliverables for each of them, while leaving some space for other SiN board members to pick up new topics and requests as needed. In reality this will probably mean that there can't be more than three active working groups at a single point in time.

4.5 Outreach

In addition to formal representation and writing reports and articles, SiN strives to disseminate information and advocate for PhDs and postdocs by maintaining an active presence in the public arena. To achieve this, SiN attends major conferences in the field of higher education policy and research politics, gives invited presentations at conferences and higher education institutions, and publishes content on our website.

Mental health

SiN has especially tried to raise awareness in various policy arenas (both local and national) of the vulnerable position of PhD students and postdocs in the academic landscape, with high stress and uncertain working conditions that are only exacerbated by the pandemic. This has resulted in several talks given at higher education institutions (UiB, 29 October 2020; UiO, 12 October 2021), and national conferences (Forskerutdanningskonferansen, 8 September 2021; Forskningspolitisk seminar, 9 November) on the mental health aspects of doing a PhD.

Internationalisation

At the Forskerutdanningskonferansen (8 September 2021), SiN hosted a joint session with EuroDoc on the links between career development and internationalisation in academia. This interactive session was perceived as an exciting way to collect thoughts and experiences on the importance of international mobility for early career researchers, and offers potential for a recurrent workshop. Given the current controversy surrounding the internationalisation of Norwegian academia, we see scope for more structural participation in this debate through other venues and mediums as well.

Diversity and inclusion

A related topic concerns diversity and inclusion in academia and the structural barriers to attaining those. While not a topic that SiN has actively worked on in the past year, these are known problems plaguing young researchers too, that deserve attention. SiN was therefore excited to attend the closing conference of the Committee for Gender Balance and Diversity on 11 November 2021, and has been invited to appoint a representative on behalf of the doctoral community for the new committee that will continue this important work in 2022-2025.

National elections

SiN also tried to increase awareness of the potential impact of the national election results on research and education politics. To this end, SiN scored all political party programmes on five qualitative indicators of relevance for early career researchers¹⁰. Following the elections and formation of the new government, SiN formulated four expectations to our new government¹¹. Both the scoring matrix and the expectations are published on our website.

¹⁰ <https://stipendiat.no/2021/08/norwegian-hvilket-parti-har-den-beste-stipendiatpolitikken/>

¹¹ <https://stipendiat.no/2021/10/5-forventninger-til-den-nye-regjeringen/>

New doctoral organisations

In addition, SiN reaches out to doctoral programmes at higher education institutions that do not have a doctoral interest organisation yet, and offers support to those who might be interested in setting one up. In the board period 2020-2021 SiN has been invited to give a presentation of our doctoral network to PhD students at the Norwegian Artistic Research School (28 April 2021), Østfold University College (24 September 2021) and Høgskolen på Vestlandet (28 September 2021). One of these already has a doctoral organisation that has applied to become a member of SiN at the AGM 2021.

4.6 Network for member organisations

SiN strives to connect and support doctoral organisations across Norway in their daily activities. With growing numbers doctoral organisations in Norway, SiN has entered a time where it can no longer ensure direct representation of each member in its board. The partial representation of member organisations in the SiN board entails two risks: firstly, that SiN might lose sight of some of its members and therefore give a biased representation; and secondly, that member organisations might lose informal ways to get in touch with each other and hence opportunities to learn from and support their peers.

These risks are partially compensated through the initiation of quarterly meetings in between the Annual General Meetings, which provide an opportunity for the SiN board to collect a diverse set of opinions as well as a meeting place for organisations to become acquainted. A balanced representation is also ensured by consulting member organisations on important policy developments, such as the covid-19 extensions; the academic career structure; and the government's long-term plan for research and education. To prevent lengthy processes for each new case that SiN is requested to give input on, and facilitate a fast response to media enquiries, SiN has formulated concise position statements through a bottom-up process on a small set of broad topics. Current position statements cover quality in PhD and postdoctoral education, compensation for the effects of the pandemic and institutional support for the collective organisation of PhDs and postdocs. Future statements will be added, and it is SiN's ambition to add more detail and update these policies as the conditions and needs of our members change. All adopted positions are formally adopted through a vote among our member organisations and published on our website¹².

To strengthen information flow within our growing network of member organisations, SiN has also established a digital communication platform in collaboration with UiODoc, where the leaders of member organisations can exchange views and contact each other directly without mediation of the SiN board. Currently, MS Teams is used as the tool of choice for this platform (which is called "Network for leaders of doctoral organisations in Norway") – although this is not fixed and might change depending on preferences of the member organisations. Among the topics discussed in the leadership platform last year were: covid-19 extensions, communication with the University Management, and PhD supervision.

¹² <https://stipendiat.no/documents-2/resolutions/>

The platform is valued as a grassroots initiative and is not used by SiN for formal communication. However, since the Team is necessarily owned by someone with a temporary account at one of the higher education institutions, the widespread access to and continuity of a platform like this would benefit from being administered by someone who has access to the SiN domain. To safeguard both, SiN has therefore applied for an MS Business account as a non-profit organisation so that, pending approval of the AGM, the administrative Team ownership can be transferred to the SiN board. SiN continues to use email for all formal communication with its member organisations, including meeting invitations, newsletters and consultation processes, and keeps an updated database of contact points, including the leaders and general board email lists.

SiN also serves as a direct contact point for PhD students and postdocs across Norway and has, among other things, received questions about supervision, intellectual property, Norwegian language training and compensation for the effects of covid-19. In the event of such inquiries, SiN either responds directly or forwards the inquiry to the relevant member organisation or other partners.

4.7 Media coverage

SiN has been featured in several newspaper articles over the past board year. A selection is given below.

Schei, A., & Strand, H. K. (2020, 6 November). *84 prosent av stipendiatene er forsinket på grunn av korona*. **Khrono**. <https://khrono.no/84-prosent-av-stipendiatene-er-forsinket-pa-grunn-av-korona/528987>. [Topic: research delays caused by covid-19]

Christensen, L. (2021, 10 January). *Dobling i antall internasjonale forskere siden 2007. Flest kommer fra disse landene*. **Forskerforum**. <https://www.forskerforum.no/dobling-i-antall-internasjonale-forskere-siden-2007-flest-kommer-fra-disse-landene/>. [Topic: international researchers in Norway]

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5 Financial statement 2020 (in Norwegian)

This statement shows the financial situation of SiN at the end of 2020. Below are the results of the operation of SiN with incomes and expenses (5.1), its assets (5.2) and its equity and debt (5.3). For comparison, we include the same figures over the past three years (2018-2020), until 1 January 2021. Notes are provided on page 18 (5.4).

5.1 Incomes and expenses

Tabell 1. Driftsresultat (alle tall i NOK)

Note	År	2018	2019	2020
	Kapital ved inngang	547,961.36	469,805.92	334,091.70
Inntekter				
1	Medlemsinntekter	16,000.00	7,996.37	12,000.00
2	Offentlig tilskudd	350,000.00	350,000.00	250,000.00
	Innsamlede midler og gaver	-		
	Diverse inntekter	-		
	Sum inntekt	366,000.00	357,996.37	262,000.00
Utgifter				
3	Reise- og møtekostnader	164,357.91	184,067.03	22,074.18
4	Seminarer og konferanser	53,599.05	56,637.59	5,977.50
5	EuroDoc medlemsavgift	2,893.32	2,939.28	3,032.46
6	Nettside	406.25	406.25	4,81.25
7	Banktjenester	3,522.85	3,660.50	2,317.50
8	Revisjonshonorar	16,000.00	15,000.00	
9	Styrekompensasjon	138,106.00	148,831.00	170,749.00
10	Skatt for styrekompensasjon	61,894.00	81,169.00	79,251.00
11	Postboks	1,666.05	1,185.00	2,089.45
12	Regnskapshonorar	1,640.00		
13	Skatt for regnskapshonorar	360.00		
14	Kontor forsyninger	244.09		
	Sum driftskostnader	444,689.52	493,895.65	285,972.34
	Driftsresultat	-78,689.52	-135,899.28	-23,972.00
Finansinntekter og -kostnader				
15	Renteinntekter	216.19	186.08	45.28
	Sum finansinntekter	216.19	186.08	45.28
	Årsresultat	-78,473.33	-135,713.20	-23,927.00
Overføringer				
16	Avsatt til annen egenkapital	16,000.00	7,996.37	12,000.00
	Sum overføringer	16,000.00	7,996.37	12,000.00

5.2 Assets

Tabell 2. Eiendeler (alle tall i NOK)

Note	Eiendeler	2018	2019	2020
	Bankinskudd	469,805.92	334,091.70	310,171.97
	Sum Eiendeler	469,805.92	334,091.70	310,171.97

5.3 Equity and debt

Tabell 3. Egenkapital og gjeld (alle tall i NOK)

Note	Egenkapital og Gjeld	2018	2019	2020
	Egenkapital			
17	Annen egenkapital	121,154.96	129,151.33	141,151.33
	Sum egenkapital	121,154.96	129,151.33	141,151.33
	Kortsiktig Gjeld			
18	mottat tilskudd, ikke benyttet	348,650.96	204,940.37	169,020.64
	Sum Gjeld	348,650.96	204,940.37	169,020.64
19	Sum Egenkapital og Gjeld	469805.92	334091.7	310,171.97

5.4 Notes

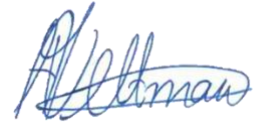
Noter til regnskapsåret 2020

1. Medlemsavgift fra medlemsorganisasjoner – 3 stk. à kr. 2000 (år 2020) +1 stk. à kr. 2000 (år 2021)
2. Tilskudd fra tildeler Direktoratet for internasjonalisering og kvalitetsutvikling i høyere utdanning (DIKU)
3. Utgifter i forbindelse med SiN styremøter og generalforsamlinger
 - a) Utgifter i forbindelse med SiN styremøter, herunder
 - i. Reiseutgifter for styremedlemmer
 - ii. Måltider
 - iii. Sosialisering event
 - b) Utgifter i forbindelse med SiNs generalforsamlinger, herunder
 - i. Reiseutgifter for styremedlemmer og delegater
 - ii. Middag
 - iii. Profileringsartikler - SiN termos til deltakere
4. Reiseutgifter for styremedlemmer
 - a) Reiseutgifter for et styremedlem i forbindelse med NHO konferanses i Februar
 - b) Reiseutgifter for et styremedlem i forbindelse med 'UHR' i Februar
5. Årlig medlemsavgift til EuroDoc.
6. Årlig kostnad for nettside
7. Administrasjonskostnader for bankkonto.
8. Revisorkostnader for 2020.
9. Kompensasjon for SiNs styremedlemmer.
10. Arbeidsgiver-skatt til ÅS KOMMUNEKASSERERKONTOR for styremedlemkompensasjon.
11. Årlig kostnad for postboks.
12. Kostnad for regnskapsføring for avtroppende kasserer.
13. Skatt i forbindelse med kostnad beskrevet i merknad 15.
14. Kostnad for en stk blekk til printer.
15. Renteinntekter fra bankinnskudd.
16. Medlemsinntekter avsatt til egenkapital.
17. Medlemsavgift (kr. 12,000) avsatt til annen egenkapital.
18. Ubenyttet tilskudd fra Kunnskapsdepartementet. Tilskuddet vil være benyttes for styrekompensasjon og årsmøte
19. Egenkapital og gjeld for 2020 er fordelt på tre bankkontoer.

Signatures

This board period report has been signed for approval by all active board members at the time of the SiN Annual General Meeting, held at the University of Bergen on 27 November 2021:

Margret Veltman (UiO) – Acting President



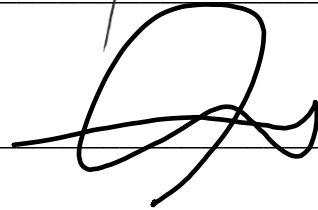
Grace Alinaitwe (NMBU) – Treasurer



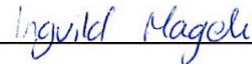
Bikal Ghimire (NMBU) – General board member



Camilla Holm (OsloMet) – General board member



Ingvild Mageli (UiT) – General board member





Stipendiatorganisasjonene i Norge

Org. nr: 885 485 472

Board 2020/2021

Date: 27.11.2021