



Datum: 2023-03-27

Time: 16.00 March 27th - 18.00 March 27th

Place: Google Hangout

Attendees: 7 (see Appendix)

Welcome and opening

Regina Paul greeted all the participants

Annual report

- submitted on time
- current board members should be prepared to write a paragraph/section about their engagement throughout the year in the annual report by the end of our board period

Yearly Wheel

- send out the newsletter to the local organizations
- send out invoices to the local organizations

Finances

- we are, as of now, worse off than AGM projection
- there will be some cuts until we can find a solution
- some of the board compensations in 2022 were made twice, once in 2022 and once in the beginning of 2023, this results in that after paying the audit fee there was not enough balance in our account
- some reimbursements for the transition meeting and UHR were made after we received the funds from HK-dir, which also came quite late than usual
- the audit materials and documents could be found in the Treasurer folder on Google drive
- board members should familiarize themselves with the audit materials



- in future provide evidence for all expenses, and only book the trip for your own to avoid confusion
- generally no expenses without president and treasurer approval
- run the trip costs in advance by the treasurer and/or president
- generally less travel
- Suggestion to pay half the compensation to the board members based on hours in the spring term, and then to pay the remaining half in December – agreed
- other possible revenues are Norwegian Research Council and Norges Bank Investment Management
- Regina's suggestion, workshop on presentation techniques online by Vibeke Holtskog, costs 22500 NOK, from experience may be sponsored by unios (Forskserforbundet and Tekna)

Press/PR review

- Nicolas sent out the update on the new board composition to Khrono quite some time ago
- Nicolas sent out the opinion about tuition fees to Khrono quite some time ago
- no reply yet
- Nicolas will ask Ole Kristian to send it again, as Khrono usually was replying quickly to the emails from lederstipendiat.no Possible topics in media for SiN to contribute to:
 - tuition fees
 - Norwegian language in academia
- contact Nicolas if interested, possibility of writing together an article
- submit it to Khrono or Forskerforum
- possibility to create an article based on the reply to the hearing regarding Norwegian language in academia

EuroDoc review

- Dimitris joined the meeting about the harassment on junior researchers within the EuroDoc career working group
- leader of the initiative about bullying is Elletra Repetto (PhD in political theory)



- there will be a survey regarding that matter
- survey will be sent out to the member organizations
- next EuroDoc meeting on 28th of March
- Friederike: is the survey intended for the member organizations or for the universities
- no concrete plan, but it should get distributed to the individual junior researchers
- Nicolas: Dimitris should spell check the survey if he gets to see it before it is sent out and make comments on survey's structure

UHR review

- not really anything going on in UHR itself
- responding to hearing on guidelines on international relations or international work
- meeting on supervision training, where they went over the report
- Friederike will write all the info obtained from the locals organizations in the report
- main topics are challenges, conflict management, mental health
- send the questions which Friederike prepared to the local organizations
- ask them to distribute these questions to the individuals and to the universities to get info about whether there are there some organizations which can help with mental health issues but which are not known
- 19 institutions which are allowed to give a doctoral degree but not represented through SiN
- How to contact the administration from the institution?
- best way would be to ask leaders or local organizations whom to contact on institutional level

Working groups

Finance working group

- meeting points were discussed earlier, see Section Finances

Career and transferable skills group

- group was renamed to Skills



- Friederike, Dimitris and Regina had a meeting and agreed on getting an overview of the transferable skills courses offer at different universities across Norway
- method of getting the information – survey
- the survey should be ready by the beginning of the next week (3rd of April)
- board members should have a look over Easter
- 15th of May should be the first deadline to respond
- promote this survey at the quarterly meeting
- have a statement at the end of August
- this survey should also be used to see trends and wishes of temporary scientific employees, so SiN can also organize some events in this direction
- if the survey is analyzed and the statement is ready by the end of summer, we still have time and offer an event/series of events
- survey on supervision/mental health by Friederike should be sent out with one week offset

Mental health and supervision working group

- Nicolas surprised about the format and content of the survey by the UHR working group on supervision
- Nicolas will work on a SiN's survey to get an overview about supervision and mental health
- in this survey, the respondents will be asked whether it is okay to be contacted by media
- should be low effort to reply as possible to get as many replies as possible
- survey should be used to illustrate existing problems the results should be hopefully published
- time plan to send out a survey to member organizations before summer, ideally mid-May
- member organizations should distribute the survey to individuals
- anecdotal evidence, make people understand that it is an issue and then take an action
- Friederike: would be great to collect our own data, didn't have an opportunity to see UHR's working group survey before it was sent out



- UHR report by 1st of December and has to be presented by the end of November
- 2 quantitative /quantifiable questions, to be able to use them in the report too
- When Nicolas has the survey, he will share, Friederike will contribute
- Main questions will be about existing problems, which problems, state of the mental health, whether temporary scientific employees know about resources, whether tried to access these resources? If yes, how easy was it? Did anything happen?
- The survey should be used to illustrate the case that it is a problem and not to show trends.

Norwegian as working language in academia

- hearing regarding Norwegian language as working language in academia
- reply to the hearing has to be submitted by the end of March
- question regarding the challenges which Norwegian language faces in academia and measures needed to strengthen it
- Nicolas: publication process is the main reason why people do not use Norwegian
- Nicolas: Guidelines on how to promote research in Norwegian journals need to be changed
- Incentives to publish in Norwegian should be created as publications in Norwegian do not advance one's career at the moment
- Dimitris: it depends on the area of study, some Norwegian journals that publish in his area of research: NORSK SOSIOLOGISK TIDSSKRIFT and SØKELYS PÅ ARBEIDSLIVET; these publications provide NSD points (NSD 1: Danish publication that has articles in Norwegian and other languages: Tidsskriftet Antropologi)
- Dimitris: More incentives needed to publish in Norwegian, especially for foreigners so you can prove that you can engage on Norwegian arena
- Nicolas: the most temporary scientific employees are not Norwegian speakers, if the government wants people to publish in Norwegian, they have involve more Norwegians in academia or make time for people to learn Norwegian
- Friderike: currently academic writing courses offered only on English, classes on "technical" Norwegian have to be offered if the government wants to strengthen Norwegian as working language in academia
- Anum: if a research article is published in Norwegian, it would be difficult to interpret for non-Norwegian speakers, would make things more difficult for people with immigration background and people who are struggling with the language



- Nicolas: give reason to write in Norwegian and not punish people for writing in English, otherwise it would just harm Norwegian university sector and make it difficult to attract international researchers
- Regina: Incentives need to be provided to publish in both languages, e.g. a prestigious scientific journal *Angewandte Chemie* offers a monetary reward if the authors provide a German version of the article along with the English one
- in general across EU: incentives to write in French and German are provided

“Mental Health – Dear Academia”

- a group from Sweden “Mental Health: Dear Academia”
- Friederike was contacted by the end of Februar through EuroDoc
- Friederike attended the introduction session
- focus on mental health for different scientific groups, e.g. professors as well
- workshops on mental health related topics, e.g. how sleep affects you
- SiN would need to find funding for that as otherwise too expensive
- Friederike forwarded this info to the mental health group, no feedback
- Nicolas: would be interesting, but very expensive, not feasible
- price for 4 meetings (1.5 h) over 6 weeks 45 000 SEK
- format of the meetings: online, 3 speakers, interactive with a workbook/journal during the meeting
- alternative: 1 speaker, 1 hour, 12 000 SEK
- Regina’s suggestion: “Mental Fitness Workshop by Elizabeth Sturdy; Nicolas said that a price offer was sent recently via email, but too expensive

Consultation for accreditation of universities in Norway

- Friederike: summarized the report
- report considers this topic from 3 different views institutional, professional and educational
- summary of the changes which are proposed in the document can be found in Google Drive
- question whether an institution is allowed to become a university



- criteria from professional point of view that high number of employees, where 50% are professors who are able to supervise
- from the educational point of view: institution has its own right to award a degree in 4 subject areas
- NOKUT has to approve that the institution can give a PhD degree in that area
- stable research training with at least 5 doctoral graduates from at least 2 of the doctoral programs per year over a 3 years periode
- high international standards, including bachelor and master
- regular acceptance of students which receive their degree in the proposed time frame
- proposed changes on the *institutional* level: strategy, should include how institution solves its social mission.
- proposed changes on the *professional* level: large proportion of professors, but not necessarily a doctoral degree needed to supervise PhDs, e.g. more engineers can be involved in supervision of candidates as they have more practical experience
- proposed changes on the *educational* level: rephrase the term “institution”
- change the numbers how to calculate PhDs, stable throughput, at least 60 doctoral candidates were accepted
- for specialized institutions as e.g. for arts or economics the numbers should be smaller, e.g. 15 doctoral candidates
- to be more precise, e.g. what is a stable education? Indicators needed
- discussion point: Where should the decision regarding the accreditation be made? On the non-political level, through NOKUT
- What do they do? University must have a strategy
- SiN thinks that it is important to have international relations, participate in EU initiatives, make it easier for PhDs to go abroad and have funding from international research institutions
- Nicolas proposed to send out the summary Friederike made to the local organizations as it provides a great overview



Orientation about meeting with HK-dir

- Nicolas attended this meeting
- main topic was career paths for PhD graduates
- HK-dir were interested in our opinion regarding what PhDs need inside and outside of academia
- recommendations/requirements to ensure that PhDs get jobs
- one of the main current issues is supply/demand in private sector
- only 20% of PhDs after completing their degree work in academia
- Nicolas suggested a solution: go to private industry demonstrate our value to the companies ourselves
- Nicolas used Germany as an example: management team or director board consists of people with PhD degree
- in Norway it is a common opinion that PhDs can only do research
- more training on soft skills needed
- HK-dir will come with some suggestions and we will need to review these

PhD ombud

- Regina raised a question whether DION can use SiN's name to support the statement that PhD candidates need an ombud
- everyone in favor, should be confirmed by Ole Kristian
- Nicolas: it would be generally good to make a statement on the necessity of a PhD ombud
- Friederike raised a question whether it is a general task or a task of the mental health group
- Nicolas can take the lead on it
- Friederike asked whether it can be done until the next quarterly meeting
- next quarterly meeting on May, 22nd
- Nicolas will make a draft on Slack this/next week
- SiN needs to send it out to the local organizations 3 weeks in advance to give them 2 weeks to read and 1 week to get the comments



SiN Monthly Meeting 2023-03-27
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General

- Friederike booked a cabin in Kongsvoll for 19th-20th of August
- can be changed
- Ole Kristian kindly asked everyone to keep the workload sheet up-to-date



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Appendix: Attendies

Regina Paul

Friederike Schäfer

Yucong Ma (only first 30 min)

Dimitris Polychronopoulos

Anum Masood

Nicolas Gibney

Jareef Bin Martuza

Absent

Ole Kristian Dyskeland

Zihao Wang