

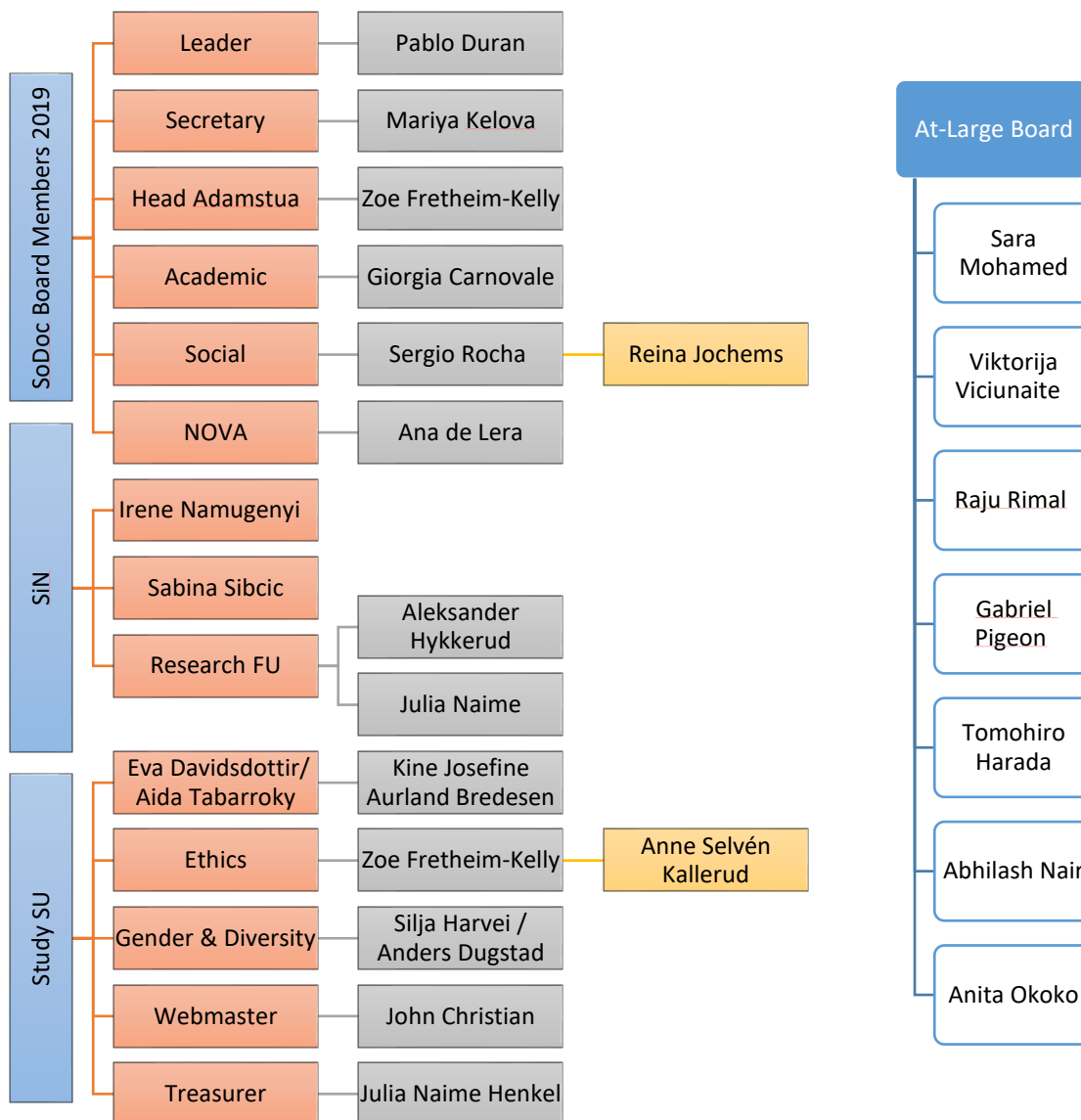
Society of Doctoral Candidates (SoDoC)

Annual Report 2020

As required by the bylaws of the Society of Doctoral Candidates (hereby Society), the Society's Board (hereby Board) is pleased to present the 2019 Annual Report for adoption by the Society's Members (hereby Members) at the Annual General Meeting (AGM)

Introduction by the President of the Board

1. The year 2019 has been very active for the board. We have continued and expanded the academic and social activities to our community., as well as engaging in more political topics. In this document, the Board present a very brief summary for each of its activities to its members.
2. The composition of this Society's Board is as follows:



3. We are pleased that we have had a well gender-balanced board, which properly reflects the distribution of our community. This also applies to the participation of all backgrounds not only at the board but also at all kinds of activities we have organized. Nevertheless, we believe we should further encourage the participation of Norwegians in our society, a topic that should be further pursued in the future.
4. This year the board worked on a proposal for changing our constitution. The constitution was very outdated as many things that were de-facto in the organization were not stated in the constitution. An example of this is that the old name of the organization (FODOS) is still in the document and that postdoctoral researchers are not indicated as members.
5. For the meeting with the pro-rector this year, we asked the community what topics we should bring to this event. As a result, from this discussion, we manifested the need of the use of English language at spaces where PhDs are affected. We were heard but the board believes that this process was to be continued by the next board as this is a long-term change.
6. Several of our members were concerned about a negotiated salary increase to be effective for new PhDs after May 2019. The issue was that older PhDs would be equally paid as new students. Our board was in contact with the unions to clarify this situation.
7. From the previous board it has been raised the concern of our increasing cost every year due to the increased number of members in our community. We have prepared arguments and a letter to start a process with the R&I department in order to increase our budget.
8. In connection with the previous point, we have spent 14 000 NOK more than budgeted. Most of the extra expenses have been in our social activities. As mentioned, this is due to an increased number and variety of activities given the increasing number of members. Despite that we are financially healthy, we urge the next Board to stay in close communication with R&I to be economically sustainable in the future.
9. The Board has continued its activities outside of the Society to ensure that the Members' interests in the Society are represented at various University Boards and in other Institutions. These organizations correspond to University boards (SU, FU, Gender and Diversity Committee, Ethics Committee) and external institutions as NOVA and SiN.
10. As expressed by the previous board, we face challenges to promote our organization among PhD and postdocs. For this reason, we have designed some diffusion material. We hope that the next board will continue the efforts on this topic.

11. The Board appreciates the considerable work of the previous board of the Society, which allowed the Board to successfully organize this past year's events and programs. The Board appreciates especially the previous President of the Board, Sara Mohamed for her help in the in transition within the starting of our mandate.
12. Lastly the Board would like to thank all of its Members who participated in the activities of the Society. The voluntarism of SoDoC's member is a key element of our organization and the quality and extension of our activities would be affected without them.
13. Further details of some of the points here presented are given in the paragraphs below.

Pablo Duran
President of the Society

Report from the Academic Committee

14. The academic committee this year has hosted its own events as well as collaborations with students and professors at NMBU. The events organized have been in response to PhD fellows and rector meeting requests.
15. The events organized touched the topics of Interdisciplinarity and Co-authorship, Project Management and planning of the PhD project, Scientific Communication, Stress and Hardship in the PhD.
16. Upon strong request and participation by some PhD fellows a day seminar on Support, Stress Management and PhD Rights in NMBU has been organized with support from the PhD office and from the unions.
17. The writing seminars done in previous years have been discontinued to avoid overlapping with the writing center, whose activity is growing. The only seminar inherent to the topic, the Kappe Writing seminar, has been offered upon strong request and has had the highest student participation this year.

Giorgia Carnovale
Academic Committee Leader

Report from the Social Committee

18. In 2019, the social committee repeated most of the activities from the previous year in addition of new activities in order to involve people with different interests. Once again, the number of participants met our expectations.
19. In February 2019, the social committee organized a Pay Day gathering in Ski with a bowling game included. 12 people attended.

20. In February we organized the first Board Games Evening. It was organized on a Friday in Ås after working hours. In order to promote the event, SoDoC sponsored pizza, snacks and a drink per person. More than 20 people participated, some of them as the first participation in a SoDoC activity.
21. In March, the social committee organised the traditional ski trip where around 40 members joined, mostly foreign who some of them skied for the first time. We spent 3 days in a cabin at Vinstra, Oppland.
22. Due to the success of the previous month, we organized a Board Games Evening also in March, with 25 participants.
23. In May SoDoC participated for the first time in Holmenkolestafetten with 15 members running. After the run, some other members joined for a dinner gathering in Oslo.
24. Again, in May, after some requests, another Board game evening was organized. Between 15-20 members attended.
25. In August, the social committee started the new semester with the traditional welcome BBQ, attended by 25-30 Members.
26. In September, around 25 members of SoDoC joined the Cabin trip in Hjartdal. It consisted in 3 days and 2 nights, with hiking in the two last days.
27. Also in September, the social committee organized the IV Board games evening with 20-25 participants.
28. In October, SoDoC members voted to go to Rush, a trampoline park in Holmlia, instead of the climbing event as previous years. 15 people participated and after we had a dinner gathering in Oslo where 10 more people joined.
29. In October, the social committee also organized for the second year a Halloween movie night. The chosen movie was decided by the 15 members attending.
30. The social committee ended the year's activity with a winter party in December, attended by approximately 35 Members. The number of people joining was lower than previous year. We believe that it was due the later date (14th December). We will suggest to the next board to organize such activity earlier again.
31. The current social committee is also organizing the next AGM in January and the ski trip in February. Then, it was possible to rent an affordable cabin at Hemsedal, for 3 days and 2 nights.

Sergio Rocha and Reina Jochems
Social Committee Leaders

Report from Adamstuen leader 2019

32. This year at Adamstuen we have hosted our own events as well as collaborations with other groups. The events organized have been in responds to PhD fellows and rector meeting requests.
33. The year started with a Pecha Kutcha event at Adamstuen, organized with students and staff. The aim was to give insight into the research activities of PhDs as well as the lecturers at NMBU. This will be repeated in 2020 due to the success of 2017, 2018 and 2019 events.
34. As per previous years SoDoc hosts a lunch at the VET400 course (1 in the spring semester and 1 in the autumn) to introduce SoDoc to new PhD fellows. VET400 is a compulsory course at the start of a PhD so all new PhD fellows get introduced to SoDoc via this lunch.
35. A Post-doc led writing club started in the spring semester of 2019. This monthly meeting aims to aid PhD fellows with writing skills and organizational skills around collection and archiving of research material. The meetings proved very popular with 15-30 attendees at each meeting. We intent to continue with these meetings until June 2020 when the Veterinary faculty moves to Ås.
36. In June we held a BBQ, despite the weather being stormy, which lead to an indoor tapas event we had a good turnout of 40+ fellows and post docs.
37. Start-up of PhD lunch seminars. In the autumn semester 2019 in collaboration with the PhD advisors we have started lunch seminars for PhD fellows. There will be 3 lunches each semester on topics chosen by PhD fellows. These lunches will continue at Ås in the Veterinary faculty.
38. PhD fellows have been represented on both the FU board at the Veterinary Faculty (which requires SoDoc approval for representatives) and the PhD committee. The representatives will continue in these roles through the whole of 2020.
39. Young talents, the Adamstuen leader has been part of the organizing committee for this event hosted by NMBU and UiO. This is the third year we have been involved.
40. SoDoc Adamstuen has also helped a number of individual PhD fellows with work related problems. Which we helped resolve.
41. The Veterinary Faculty moves to Ås summer 2020, as a consequence the Adamstuen subcommittee will be discontinued from August 2020.

Zoe Louise Kelly
Adamstuen Committee Leader

Report for Ethics committee

42. Phd and post docs interests have been represented at the 2019 meetings, and have played a role in the open debates organized by the committee. As these meetings are confidential, they can not be reported here.

Zoe Louise Kelly
Representative to the Ethics Committee for the Society

Report from the Treasurer

43. Treasurer Reports the budget balance for the 2019 financial year.

	Proposed Budget 2019	Actual expenses 2019	Proposed Budget 2020
Academic Committee	kr 20 000	kr 4 626,20	kr 5 000,00
Social Committee	kr 80 000	kr 106 469	kr 80 000,00
AGM 2018	kr 3 000	kr 6 140	kr 3 000,00
SIN Membership	kr 2 000	kr 2 000	kr 2 000,00
Transportation/other	kr 5 000	kr 5 102	kr 5 000,00
Compensation of 2018 board members	kr 45 000	kr 45 000	kr 25 000,00
Stipend Program	kr 20 000	kr -	kr 5 663,31
Total	kr 175 000	kr 169 337	kr 125 663,31
Support from NMBU	kr 145 000	kr 145 000	
Balance		kr 5 663	

Julia Del Carmen Naime Sanchez Henkel
Treasurer for the Society

Report from the Webmaster

44. The webmaster advertises events on the NMBU SoDoC website and ensures that important announcements are released in the email newsletter. In addition, the webmaster plays a role as an administrator for the SoDoC Facebook group. This year, we have added security questions to the Facebook group in order to screen those who request to join the group. Additionally, the board has taken the decision to only permit current NMBU doctoral students and postdocs to remain as members of the Facebook group. This decision is intended to create an exclusive channel for doctoral students and postdocs wherein they may freely express their views on

topics of their common concern. To facilitate the removal of non-SoDoC members, the webmaster has extracted a list of all members of the Facebook group, and this list may now be compared against the list of doctoral students and postdocs through the NMBU employee search (<https://www.nmbu.no/find-employees>).

45. The webmaster has reviewed the minutes of each board meeting, has edited them for clarity and grammatical correctness, and has posted them on the NMBU SoDoC website.
46. The webmaster participated in a meeting with other SoDoC board members to determine the amount and form of compensation for board members.
47. The webmaster has also worked to prepare, together with other SoDoC members, a position statement on the use of English as a common language in university-wide and faculty meetings, as well as in the discussions held by the committees and decision-making boards at NMBU when non-Norwegian speaking members are elected to them. SoDoC would like to see changes in the NMBU Language Policy and in administrative practices (specifically, SoDoC would like to see faculty meetings conducted in English) that permit non-Norwegian researchers to be active in the processes of co-determination at the university.
48. On October 23, 2019, the webmaster, along with the SoDoC President Pablo Duran and Secretary Mariya Kelova, met with the pro-rector for research and innovation to discuss matters of concern to SoDoC under the themes Inclusivity and Recognition. Under the theme Inclusivity, the use of English as a common language was discussed and the SoDoC position statement was shared with the pro-rector. Under the theme Recognition, we discussed several matters pertaining to recognition and compensation for additional work tasks performed by doctoral students and postdocs, such as training of fellow students and researchers, laboratory management and maintenance, and teaching. We also discussed topics in the responsible conduct of research such as the enforcement of authorship ethics and the need for clearer policies to ensure that postdocs and doctoral students who have contributed to the development and writing of grant proposals are appropriately credited.
49. The webmaster has also met on several occasions with the temporary employee representative, Hilde Vinje, who is a member of the university board, to discuss the issue of temporality at NMBU. This is an issue of concern to doctoral students and postdocs given that researchers, especially those in academia, can experience extended periods of temporary employment after completion of their PhD, sometimes having multiple time-limited contracts of just 2 to 3 years duration. This creates obvious hardship and instability for the individual researcher and their families, and ways of overcoming the use of temporary positions in research should be sought, as encouraged by the Norwegian Minister of Research and Higher Education. The SoDoC board was informed on the issue, and possible strategies for

reducing temporality at NMBU were presented to Hilde, who will convey them to the university and faculty boards.

John Christian Gaby
Webmaster for the Society

Report from Representatives to FU for the Society

50. There were 7 FU meetings in 2019. The most relevant topics for PhDs that were discussed were:
- Input on the policy for open research
 - NOKUT evaluation of PhD education at NMBU
 - o REALTEK will be the subject of the evaluation of the PhD education at NMBU
 - University library development plan
 - o More resources to be used on the main library at the Tower building
 - DORA
 - o The quality of the research should be the focus instead of the publication channel.
 - o There will be a workgroup designated to handle this
 - Digitalization at NMBU
 - o Data plan requirements
 - o Better information communication on the university website.
 - Incentives for commercialization of research done at NMBU
 - Quality assurance in research education
 - o There is a need for a more uniformed startup information meeting for new PhDs
 - o Better information about the content of the thesis (Kappe) and requirements
 - New PhD guidelines
 - o Open for the possibility of having the trial lecture on a separate day to the defense.
 - o Requirements for data plans
 - Guidelines for extra work and duty work at NMBU
 - o Clarification of the rules about how many hours should be counted per hour of lecture and other work is needed. Each faculty currently have their own systems and information is difficult to find.
 - Plan S
 - o PhDs are positive to the idea of Plan S, but there are some questions regarding the implementation.
 - Criteria for educational employees' competence and documentation
 - o More focus on documenting lecture experience and pedagogical skills.
 - o Harmonization of educational and research competence.

Aleksander Hykkerud
Representative to FU for the Society

Report from Representatives to SiN for the Society

51. Stipendiatororganisasjonene i Norge (SiN) is a joint committee of interest organization for doctoral and postdoctoral researchers' in colleges and universities of Norway
52. SiN is an official association that works through local representatives to bring together local organizations from other Universities and work together to solve inter-university challenges of PhD and postdoctoral students at a national level.
53. SiN representatives meet monthly through web meetings to discuss issues of concern to PhD students across subscribed Universities. To date the following 6 areas that are relevant for all PhD and young researchers have dominated the SiN discussions.
54. **Open Science** This is a very actual discussion, and it will require the knowledge of the upcoming Plans. Main features are Open Access, Open Data, Open Software, Open Peer Review, Open metrics, Citizen of Science.
55. **Career development OUTSIDE academia:** Exit strategy from academia AFTER PhD. Best practice to link the PhD with a desired job and/or technological transfer with creation of Start Ups.
56. **Linked to Mobility** Opportunities and evaluation of the relative importance/quality of mobility.
57. **Career development INSIDE academia & Equality** Young researcher pathways, post doc lift, academical trap.
Gender balance, equal opportunities; equal pay, temporary employee concerns etc
58. **Well-being**
PhD and young researchers' status and support.
59. Each SiN board member was assigned to one of the above topics for their research and discussions. Irene who is the representative from SoDoc was assigned to the Career development inside academia and equality team. She has also been the web master of the Board after Aleksander. To the incoming board members, it is always good to be part of the board since it's the only plat form to present your views and the views of the local organization.

Irene Namugenyi and Sabina Sibic
Representatives to SiN for the Society

Report from the Representative to NOVA Committee for the Society

60. As a platform for cooperation between Nordic Universities within Forestry, Veterinary and Agricultural Sciences, NOVA operates on the basis of the core value of nurturing and strengthening the Nordic dimension.
61. NOVA representative duties are: representing NMBU in the NOVA Student Board (NSB) - a forum in which students from the NOVA member institutions work together and carry out discussions on NOVA matters - and represent the students' perspective on the NOVA Board meetings.
62. The main activities as NOVA representative in 2019 has been as follows:
 - Participate in NOVA skype board meeting 82 were the strategy seminar 2019 was cancelled and the board members presented their thoughts on issues regarding NOVA's future and some ideas for alternative organization of the NOVA Network.
 - Worked with the NSB to modify the NSB's statutes, still in process due to the unclear future of NOVA and the NSB
 - Participate in NOVA board meeting 83 on 3 June 2019 at Gardermoen Norway, in which the NOVA Board decided that a new version of NOVA should be implemented from 2020. The ambition is to continue collaboration on high-quality education on PhD level based on a common course catalogue.
 - Cooperate on the survey for the new model for NOVA, giving with the NSB the student opinion
 - Discussed with the NSB the presented proposals from SLU and NMBU for a new NOVA model.
 - Participate in NOVA board meeting 84 on 22 November 2019 at Arlanda in Sweden, in which all the member universities except Aarhus University agreed to continue under a "NOVA Nouveaux" model that would be formally formulate with detailed documents no later than 1 April 2020.

Ana Maria de Lera Garrido
Representative to NOVA for the Society