
**MINUTES OF SODOC BOARD MEETING HELD ON MONDAY, MAY 11,
2020 AT 17:00 VIA TEAMS**

Members present

Name

- 1) Emil Jarosz
- 2) Tora Asledottir
- 3) Vinay Kumar Reddy Nannuru
- 4) Olga Mikhailova
- 5) Julia Del Carmen Naime Sanchez Henkel
- 6) Martina Galler
- 7) Micah Lucy Abigaba
- 8) Reina Jochems
- 9) Mariya Kelova
- 10) Giorgia Carnovale

Agenda

- 1. Proposal for equal pay for PhDs
- 2. Previous boards compensation (a conclusion)
- 3. Covid19 crisis and how the senior PhDs are affected
- 4. Organising a virtual social event as proposed by Emil
- 5. Planning on further activities, meetings etc of SoDoc for the rest of year
- 6. We should organize SoDoc page of NMBU website with what we are and what we represent, what we want to achieve (each of us).
- 7. Others

MINUTE

ACTION BY

MINUTE 1: Proposal for equal pay for PhDs

⇒ Introduction of agenda and started off with opening discussion about equal pay

Vinay

Reaction from Members

Members raised questions and sought clarity about the issue of equal pay

- ⇒ Are they considering retrospective wage equality?
- ⇒ How will industrial PhDs be affected?
- ⇒ Is there a representative to negotiate for equal pay?

Giorgia
Reina
Olga

Responses to questions

- ⇒ Clarity was provided on who will be compensated on the new salary scale
- ⇒ PhDs are affected differently as many are on different scales

Vinay

Reina

<ul style="list-style-type: none"> ⇒ Likely impossible for retrospective compensation for unequal pay, particularly for those and the end of their contracts or whose contracts have ended. ⇒ PhDs have a right to negotiate their salaries ⇒ There should be a representative for negotiation of equal pay. This is the role of the temporary employee representative ⇒ Seek more information from former leader, Pablo who has been active in negotiating for salary increments with university. <p>Recommended action by members</p> <ul style="list-style-type: none"> ⇒ Seek more clarity from Pablo ⇒ Vinay to contact the temporary employee representative to follow up on negotiations of equal pay ⇒ Contact the members of University of Agder that emailed us about joining coalition for negotiation of equal pay 	<p>Mariya</p> <p>Mariya</p>
MINUTE 2: Previous boards compensation (a conclusion)	
<ul style="list-style-type: none"> ⇒ Julia has started consultations with former members on how they prefer their compensation (time vs cash) before processing payments 	<p>Julia</p>
MINUTE 3: Covid19 crisis and how the senior PhDs are affected	
<ul style="list-style-type: none"> ⇒ Raised concern about effect of corona on PhDs, particularly on those nearing the end of their contracts. Also acknowledged the need to adjust accordingly in these unprecedented times. <p>Reaction from Members</p> <ul style="list-style-type: none"> ⇒ The University, at faculty level, is collecting information about how and who is affected by the COVID-19 pandemic with the change to home office. ⇒ Suggested that SoDoc Board shares information with its member on the process of seeking permission to extend their PhDs (due to effects of COVID-19), through their supervisors. ⇒ Emphasised need for just/fair processing of extensions for all PhDs (affected by COVID-19) ⇒ Concerns were raised on SoDoc Facebook page by one of its members about not being able to teach ⇒ Shared information about how members can (should) keep track of work hours during this period. <p>Recommended action by members</p> <ul style="list-style-type: none"> ⇒ SoDoc should write to the Rector seeking clear information about how to compensate PhDs for lost work hours due the COVID-19 pandemic. This matter should be raised in the next meeting with the Rector. ⇒ Keep track of the guidelines by Norwegian Research Council (NFR) on PhD extensions. ⇒ Martina, Mariya and Giorgia assigned task to use Facebook to solicit information from members about how they are affected by or handling this COVID-19 phase. ⇒ Academic committee assigned responsibility of collecting information on how members were affected by COVID-19. ⇒ Vinayto contact the temporary employee representative to follow up on negotiations of equal pay 	<p>Vinay</p> <p>Reina</p> <p>Emil</p> <p>Giorgia</p> <p>Giorgia</p> <p>Mariya</p> <p>Martina</p>

<p>⇒ Contact the members of University of Agder that emailed us about joining coalition for negotiation of equal pay</p>	
<p>MINUTE 4: Organising a virtual social event as proposed by Emil</p>	
<p>⇒ SoDoc should plan social event while taking account of health measures to prevent spread/exposure to COVID-19. From 17 May 2020, the government directives allow for people to meet in groups of 20.</p> <p>Reaction from Members</p> <p>⇒ Members raised concerns about the timing being too soon for physical social events.</p> <p>Recommended action by members</p> <p>⇒ Social committee to plan virtual social event.</p> <p>⇒ Emil to report soon to Board on planning of virtual social event</p>	<p>Emil</p>
<p>MINUTE 5: Planning on further activities, meetings etc of SoDoc for the rest of year</p>	
<p>⇒ Use of Zoom vs Teams to plan and organise future meetings and SoDoc events</p> <p>⇒ Requested members to suggest how frequent meetings should be and what matters should be discussed</p> <p>Reaction from Members</p> <p>⇒ Suggested holding Board meetings once every 1.5 months and one more meeting before the summer holiday</p> <p>⇒ Need to hold virtual academic events</p> <p>Recommended action by members</p> <p>⇒ Giorgia and Tora have responsibility of planning virtual academic event</p>	<p>Vinay</p> <p>Vinay</p> <p>Martina</p> <p>Tora</p>
<p>MINUTE 6: We should organize SoDoc page of NMBU website with what we are and what we represent, what we want to achieve (each of us).</p>	
<p>⇒ All Board members to contribute to SoDoc webpage regarding what we want to do, what our positions are for and our goals for the year</p> <p>Recommended action by members</p> <p>⇒ Martina to send template to Board members to fill out information and attach pictures and links to their NMBU weblink</p> <p>There being no further submissions, the meeting was adjourned at this point at 18:18. The next meeting was not scheduled</p>	<p>Vinay</p> <p>Martina</p>

Signature

Chairperson:

A handwritten signature in black ink, appearing to be 'P. I.', on a light blue background.

Secretary:

A handwritten signature in blue ink, appearing to be 'K. I.', on a white background.

22/06/2020