

# Annual Report

January - December 2024



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## Summary

This report provides a comprehensive overview of DION’s activities from January to December 2024. It covers key events, collaborations, and the representation of temporary scientific staff interests in various university councils. Additionally, the report outlines the organization’s financial status, including an overview of finances and the proposed budget for 2025, along with recommendations for the incoming board.

## Board overview

The board for the period from January to December 2024 was elected following DION’s elections, which commenced during the Annual General Meeting (AGM) on December 7, 2023. The election results were announced on December 8, 2023, and the new board convened for a transition meeting on Monday, December 11, 2023. The composition of the board is shown in Table I.

The election for the 2025 board is set to take place on December 5, 2024, with results to be announced on December 9, 2024, and the transition meeting scheduled for December 10, 2024.

**Table I:** DION Board members for the period of January 2024 to December 2024.

Name	City	Affiliation	Position
Davit Gigilashvili	Gjøvik	IE – IDI	Post doc, Board member
Gabriel Szalkowski	Gjøvik	IE – IIK	PhD, Board member
Alireza Norouziasas	Trondheim	IV – IBM	PhD, Board member
Anna Szlavi	Trondheim	IE – IDI	Post doc, Board member
Behnam Rosti	Trondheim	IV – EPT	PhD, Vice-president
Fei Song	Trondheim	IV – EPT	PhD, President
Peter Rohrer	Trondheim	IV – IMT	PhD, Board member
Anastasia Skarpeti	Ålesund	IV – IHB	PhD, Board member

Throughout the board period, a total of 10 regular board meetings were held. Meetings were conducted monthly, except for May and December due to exams and holidays. The board meeting in April was held in person in Trondheim, with DION board members from Gjøvik and Ålesund traveling to Trondheim for the occasion. The dates of all meetings are summarized in Table II.

**Table II:** Overview over DION board meetings between January 2024 to December 2024.

Date	Type of meeting	Form
11.12.2023	Transition meeting with board 2023	Hybrid
15.12.2023	Task division for board 2024	Digital
24.01.2024	Board meeting	Digital
21.02.2024	Board meeting	Digital
21.03.2024	Board meeting	Digital
17.04.2024	Board meeting	Physical
26.06.2024	Board meeting	Digital
24.07.2024	Board meeting	Digital
27.08.2024	Board meeting	Digital

24.09.2024	Board meeting	Digital
22.10.2024	Board meeting	Digital
19.11.2024	Board meeting	Digital
05.12.2024	Annual general meeting & Election for board 2025	Hybrid
10.12.2024	Transition meeting with board 2025	Hybrid

The DION board established the task distribution among its members during the meeting on December 15, 2023, and has aimed to maintain this initial distribution as effectively as possible throughout the year. Gabriela Kazimiera Warden was appointed as the DION representative on the Language Policy Council, with her primary responsibility being to provide regular updates to DION at the monthly board meetings. It is important to highlight that she does not have additional responsibilities beyond this role.

The table III below summarizes the main areas of contribution for each board member. However, it should be noted that event organization, as well as discussions of inquiries and cases, were collaborative efforts.

**Table III:** *Task distribution between the board members.*

<b>Name</b> (by alphabetical order)	<b>Main area of contribution</b>
Alireza Norouzasias	<ul style="list-style-type: none"> <li>• Treasurer, responsible for DION grants</li> <li>• helping with hosting events in Trondheim.</li> </ul>
Anastasia Skarpeti	<ul style="list-style-type: none"> <li>• Responsible for contacts with other organizations in Ålesund,</li> <li>• Organizing and hosting events</li> <li>• co-working with Davit on the Norwegian language courses survey.</li> <li>• Participation in SiN meeting about the new regulation about language</li> </ul>
Anna Szlavi	<ul style="list-style-type: none"> <li>• Responsible for DION website, newsletter</li> <li>• Organizing and hosting events in Trondheim.</li> </ul>
Behnam Rosti	<ul style="list-style-type: none"> <li>• Responsible for social media</li> <li>• Organizing and hosting events in Trondheim.</li> </ul>
Davit Gigilashvili	<ul style="list-style-type: none"> <li>• Responsible for email inquiries.</li> <li>• Organizing and hosting events in Gjøvik.</li> <li>• Co-working with Anastasia on Norwegian language courses survey.</li> <li>• Social media replacement during Behnam`s leave.</li> <li>• Peter`s replacement for the committee representation whenever needed.</li> <li>• DION delegate at SiN annual general meeting.</li> <li>• Coordinating DION Grants in Gjøvik.</li> </ul>

<p>Fei Song</p>	<ul style="list-style-type: none"> <li>• Contact person with other organizations and collaborators</li> <li>• Contact for conflict cases and private meet</li> <li>• Organizing and hosting events in Trondheim.</li> <li>• Co-working with Peter on public consultation (Høring)</li> <li>• Participation in SiN quarterly meetings.</li> <li>• DION observer at SiN annual general meeting.</li> </ul>
<p>Gabriel Szalkowski</p>	<ul style="list-style-type: none"> <li>• Responsible for email inquiries,</li> <li>• Organizing and hosting events in Gjøvik.</li> <li>• DION delegate at SiN annual general meeting.</li> </ul>
<p>Peter Rohrer</p>	<ul style="list-style-type: none"> <li>• Representation in NTNU Innovation Council and NTNU Research Council.</li> <li>• Recruitment to and participation in various working groups and committees.</li> <li>• Website replacement during Anna`s leave.</li> <li>• Co-working with Fei on public consultation (Høring)</li> <li>• Participation in SiN quarterly meetings.</li> <li>• Help with hosting events in Trondheim.</li> </ul>



## DION activities and events

### Trondheim:

Since Trondheim has many board members, the board has decided to include details about who is responsible for each event. This decision is based on details which will make it easier for future board members to identify the relevant person if additional information is needed.

For DION Grants event happened in Trondheim, please see next section on Grants for more information.

<p><b>Ski Course</b></p> <p>DION co-organized an introductory cross-country ski course with Trondheim Ski Club on February 10th. The 60 available spots were quickly filled. DION facilitated the course, while participants covered their own costs.</p> <p>Date: Feb.10          Number of participants: 60          Planning: Fei &amp; Alireza</p>	 <p>The poster features the DION logo at the top left. The background is a light blue sky with a yellow sun partially obscured by a white cloud. The text 'SKI COURSE' is prominently displayed in large, bold, blue letters. Below it, a smaller line of text asks: 'Want to fully experience the winter in Trondheim? Why not join an introductory ski course (1.5h)?'. At the bottom, a dark blue rounded rectangle contains the date '2024.FEB.10TH, SKISTUA' and pricing: 'WITH RENTAL 350NOK' and 'WITHOUT RENTAL 250NOK'. A stylized blue evergreen tree is on the left side.</p>
<p><b>Startup Preschool</b></p> <p>In collaboration with Startup Migrants, three Startup Preschools were hosted at Trondheim, people with interest in starting their own business was introduced the path, challenge and resource for enterprise.</p> <p>Date: Feb 23-25, May 3-5, Sep 6-8          Number of participants: ca 35 each preschool          Planning &amp; Hosting: Fei</p>	 <p>A group photograph of approximately 25 people of diverse backgrounds, mostly young adults, posing for a group photo in an indoor setting. They are arranged in several rows, some standing and some sitting on the floor or on chairs.</p>
<p><b>Friday Hangout</b></p> <p>Each month during the spring semester, we organized a board game event at WorkWork in Trondheim. All temporary scientific staff were welcome to join and play games together. DION booked the table and provided snacks. As it was a “no signup, just drop by” event, attendance varied significantly.</p> <p>Date: each month in spring semester          Number of participants: ca 10 each hangout          Planning: Fei          Hosting: Behnam, Fei, Anna, Alireza</p>	 <p>A photograph showing a group of about ten people sitting around a long wooden table in a casual dining or bar setting. They appear to be engaged in a board game or conversation. There are drinks and snacks on the table. The background shows a menu board and other patrons.</p>

### Seaweed Foraging

Two seaweed foraging trips were organized in collaboration with Naturopplevelse Bösch on April 13th and 14th. Participants learned both theory and practical skills during the course and concluded the experience by tasting various dishes made from seaweed.

Date: Apr 13, 14

Number of participants: 20 each trip

Planning: Fei & Anna

Hosting: Fei



### Sauna at Sjøbadet

On April 27th, DION and MCAA-Norway co-organized a sauna and sea dip event. Sixteen participants attended, including some who were new to the experience. Despite the cold, everyone had a great time, with even hesitant participants braving the icy waters.

Date: Apr 27

Number of participants: 16

Planning: Fei & Anna

Hosting: Anna



### Navigating Academic Life

Co-hosted by Digital Life Norway and DION, 4 seminars aimed to inspire early-stage academics by addressing common challenges and solutions in academia.

Date: Apr 9 – May 21

Number of participants: 20 each seminar

Planning: Fei



### Pint of Science

This year, the Pint of Science festival in Trondheim ran for three days. A total of nine scholars presented their work, covering a wide range of topics. The event was held at ØX, providing a cozy atmosphere but limited audience space.

Date: May 13-15




Number of participants: ca 20 each day



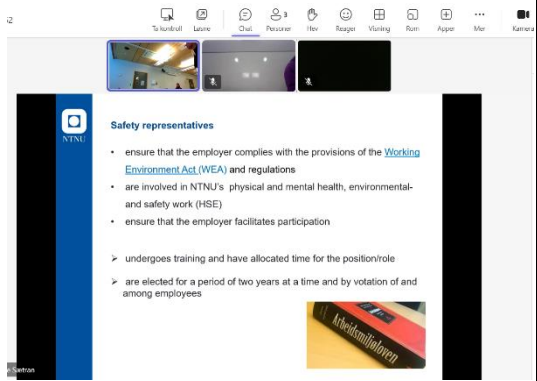

Planning: Fei



<p><b>Edible Plant Tour</b></p> <p>Two edible plant tours around the Gløshaugen campus were held in June in collaboration with Naturopplevelse Bösch. Participants collected plants during the first two hours and then sampled food and drinks prepared by the guide. Feedback from attendees was overwhelmingly positive.</p> <p>Date: May 29, Jun 12  Number of participants: 20 each trip  Planning: Fei  Hosting: Anna &amp; Fei</p>	
<p><b>3-Minute Mini Conference</b></p> <p>On June 7th, participants presented their research in creative, three-minute presentations. About 30 people joined the competition, which concluded with a vote for the favorite presentation. The event provided an excellent opportunity to learn how to communicate scientific ideas effectively.</p> <p>Date: Jun 7  Number of participants: 30  Planning: Fei  Hosting: Fei, Anna, Alireza</p>	
<p><b>Summer and Autumn BBQ</b></p> <p>In collaboration with NIRS and MCAA-Norway, DION hosted a summer BBQ on June 10th, providing a social gathering for approximately 50 attendees.</p> <p>Another BBQ in early autumn welcomed new staff and proved equally popular, with high praise for the IKEA vegan sausages.</p> <p>Date: Jun 10, Sep 13  Number of participants: 50 each BBQ  Planning: Fei  Hosting: Fei, Behnam, Alireza, Peter</p>	

<p><b>Ice Cream Meetup</b></p> <p>During the summer holidays, DION organized an informal ice cream meetup for staff still working on campus. The turnout exceeded expectations, and the ice cream was a big hit.</p> <p>Date: Jul 30  Number of participants: ca 30  Planning &amp; Hosting: Fei</p>	
<p><b>Mushroom Foraging</b></p> <p>DION organized four mushroom foraging trips in Trondheim with Naturopplevelse Bösch. All trips sold out quickly, and participants enjoyed learning about mushrooms and using nature's gifts.</p> <p>Date: Aug 15 - Sep 12  Number of participants: 50 each BBQ  Planning &amp; Hosting: Fei</p>	
<p><b>Pride Walk</b></p> <p>Anna represented DION at the Pride Walk, demonstrating support for a diverse and inclusive community.</p> <p>Date: Sep 14  Number of participants: ca 10  Planning &amp; Hosting: Anna</p>	
<p><b>World Mental Health Day Stand</b></p> <p>DION set up stands at both Gløshaugen and Dragvoll campuses for World Mental Health Day. At the stands, we communicate with our members about the mental health resources available to them.</p> <p>Date: Oct 3  Number of participants: ca 20  Planning: Fei  Hosting: Alireza, Peter, Anna</p>	

<p>Union Seminar: Tekna</p> <p>For STEM disciplines, DION invited Tekna to present the benefits of union membership in Norway.</p> <p>Date: Oct 24  Number of participants: 35  Planning: Fei &amp; Alireza  Hosting: Fei, Alireza, Peter</p>	
<p>Union Seminar: Forskerforbundet</p> <p>For non-STEM disciplines, DION invited Forskerforbundet to share the advantages of union membership in Norway.</p> <p>Date: Nov 11  Number of participants: 30  Planning: Fei &amp; Alireza  Hosting: Alireza, Peter, Behnam</p>	
<p>Seminar: Job-Seeking</p> <p>DION hosted Regina Paul, who shared her experiences with job hunting, including tips on networking, tailoring CVs, and interview preparation.</p> <p>Date: Nov 14  Number of participants: 60  Planning &amp; Hosting: Fei</p>	
<p>Mental health month - Sauna Nights</p> <p>As part of Mental Health Month (November), DION hosted two sauna nights—one at Havet and another at Pirbadet. The events were highly popular, with many people on the waiting list.</p> <p>Date: Nov 8  Number of participants: 20  Planning: Fei</p>	<p><b>DION Trondheim: Sauna at HAVET (Nov 8th)</b></p> <p>Organizer Alireza Norouzasias &gt;</p> <p>Venue Havet arena</p> <p>Date 8. Nov 2024</p> <p>Open from 19:00 to 21:30</p> <p>Contact Organizer</p>

<p><b>Mental health month - Cabin Trip to Kongsvoll</b></p> <p>Also part of Mental Health Month, DION organized a weekend cabin trip to Kongsvoll with 16 participants. Activities included storytelling, hiking, and guided meditation.</p> <p>Date: Nov 15-17  Number of participants: 16  Planning &amp; Hosting: Fei</p>	
<p><b>Viking Exhibition at Vitenskapsmuseet</b></p> <p>In collaboration with NIRS, DION arranged six guided museum tours of the Viking exhibition. The tours, tailored for families with and without children, were highly popular and fully booked.</p> <p>Date: Nov 24  Number of participants: 30 each tour  Planning &amp; Hosting: Fei</p>	
<p><b>Mental health month - Lunch Seminar with Safety Representative</b></p> <p>During Mental Health Month, DION invited NTNU's Head Safety Representative, May Grete Sætran, to clarify the role and responsibilities of safety representatives, dispelling misconceptions about their focus being solely on physical work environments.</p> <p>Date: Nov 28  Number of participants: 10  Planning &amp; Hosting: Fei</p>	
<p><b>Mental health month - Seminar on A resilient approach to personal and professional growth</b></p> <p>As part of Mental Health Month, DION hosted a seminar with Associate Professor Savis Gohari, who shared her inspiring journey through the highs and lows of academia.</p> <p>Date: Nov 28  Number of participants: 24  Planning &amp; Hosting: Alireza</p>	

### Gløgg Party

In snowy December, DION co-hosted a Gløgg party with NIRS, serving warm Gløgg and Christmas biscuits.

Date: Dec 5

Number of participants: 100

Planning: Fei



### Annual general meeting

DION hosted its Annual General Meeting at S1 in Trondheim, with candidates for the 2025 board term presenting, Gjøvik and Ålesund are additional sub-venues.

Date: Dec 5

Number of participants: 12

Planning: Fei

Hosting: Fei, Behnam



### Diversity Workshop

Together with NTNU's INCLUDE Network, Anna present DION organizing a half- to full-day networking conference, with a focus on diversity in employment at NTNU.

Date: Dec 6


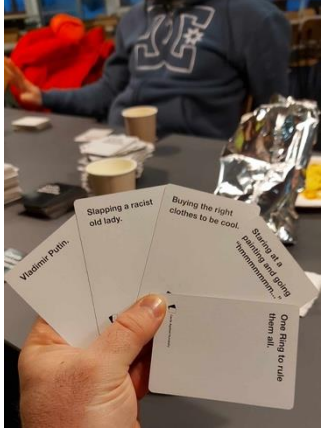

Number of participants:

Planning & Hosting: Anna

Network/group represented	Theme	Presenting individual/s
NIRS (NTNU International Researcher Support)	International researchers; People with immigration background and People of color	Iuliana Mariana Hussein; Gabriela K. Warden
Sami Network (Innsida page under development)	People of Sami background	Thomas Lohne Kintel
LGBTQ+ Network	LGBTQ+	Gabriela K. Warden; Pshem Kowalczyk
WIS EPT (Women in Science)	Women; Gender diversity	Narie Rinke Dias de Souza
INCLUDE Network for Employees with Disabilities	People with disabilities, neurodivergence, chronic illness and mental health issues	Francis Rose Hartline

## Gjøvik

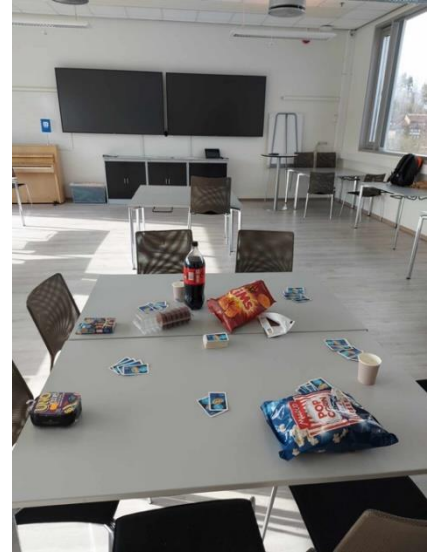
The overwhelming majority of the events were organized together by Gabriel and Davit. For the sake of completeness as well as the convenience of the readers, the Gjøvik events funded by DION Grants are included both here as well as the dedicated Grants section.

<p><b>Just Hang out with DION</b></p> <p>Just hanging out. Nothing more, nothing less. We wanted to create a space for getting together, talking and exchanging ideas. Thanks to all the people who came we got many ideas for future events. It was, in a sense, a way to get the DION ball rolling this year in Gjøvik. It was amazing to see so many of you there. Thanks to you, this year will be a great one! Around 15 people attended the event.</p>	 A photograph showing a table with various items including a silver thermos, several bottles of soda, and bags of snacks. A blue abstract painting is visible on the wall behind the table.
<p><b>Cards Against Humanity</b></p> <p>Just like it sounds: we got together and played Cards Against Humanity while having some snacks. Simple but effective. We decided to host this event as last year the game was a success during our board games events. We know that it may not be a game for everyone due to the NSFW topics and profane language it includes, but it is a game for many of us. Together, we had a hilarious, although maybe not entirely politically correct, afternoon. Thanks for that! Around 15 people attended the event.</p>	 A close-up photograph of a hand holding several Cards Against Humanity cards. Some of the visible text on the cards includes: "Slapping a racist old lady.", "Buying the right clothes to be cool.", "One thing to rule them all.", "Staying at a party and going home all.", and "Vagina Pains."
<p><b>Board Game Night v1</b></p> <p>5 people attended the event, which was the perfect number for playing Exploding Kittens! Attendees enjoyed the fun game, snacks, and a welcoming venue just to have a chat and unwind after a hectic week.</p>	 A photograph of a table set up for a board game night. The table is covered with various board game components, including boxes, bags of snacks, and drinks. A window in the background shows an outdoor area with trees and a building.



### Uno Evening

Is there anything better than to spend a cozy afternoon playing one of the most ruthless card games on Earth? Of course not! We had a great time together, gazing at each other's cards just to ambush our friends when they forgot to say UNO!, like a tiger jumping on its pray, and experiencing a pure feeling of schadenfreude when the person with the least cards suddenly got a +4 thrown at them. As always, we had snacks and a wonderful time together. Thank you for that!! 7 people attended the event.



### Vafler with DION

Thanks for joining us for breakfast! Well, we don't like to brag about ourselves (janteloven, you know?), but we have heard from some of you that the vafler were quite good! This makes us very happy, we have to admit it. The secret? We made everything from scratch, except for the vaffeljern and some of the toppings. We, the DION board cooks, believe that you all deserve more than just a Toro Mix. Last but not least, it was great to see so many of you there! We think we counted around 30 different people trying our vafler in just two hours, and there was food for everyone. Do you want more vafler events? Then let us know!



### Popcorn Night v1

After a somewhat hectic start, we got everything set up: a myriad of types of popcorn (really, like seven different kinds!), a small collection of soft drinks, plenty of other snacks, and the beautiful company of our peers. One of the participants started playing the movie "The Two Popes", as DION, as an organization, was not responsible for the screening, and then the movie night began. The movie was chosen based on the (15 or so) attendees' opinions. We received very positive feedback about the event and the movie. Therefore, we are looking



forward to organizing more gatherings like this in the future!

### DION 3-minute Conference with Pizza

More than 20 people from different departments attended the DION Conference – a venue to learn more about each other’s research. 10 NTNU researchers presented their works on various interesting topics - color change in artworks, recycling of plastics, AI, sustainable digital economy, and Viking Age textiles - to name a few. The presentations were followed by a break for networking and mingling. DION served pizza, snacks, and soft drinks. Afterward, the audience voted for the best presenter and played a Kahoot!, where the questions were from aforementioned presentations and DION’s recent activities. Finally, the winners of the Best Presentation prize and Kahoot! game were announced and awarded with gift cards. It was a memorable, inspiring evening!



### Cabin Trip to Kongsvoll v1

This event was a huge success! 16 people attended this three-day trip to Kongsvoll, and they were only 16 people because that was the maximum number of available beds!

We had lots of fun, playing games, talking, listening to music, watching a football game, going on hikes, meeting some chill musk oxen, cooking, sharing a Taco Fredag, and a breakfast with Vafler... Oh, and we, DION's board in Gjøvik, prepared the last two. The ticket with the ingredients was so long, one could use it as a scarf!

We were lucky to have nice weather, and good food (one of the participants even made authentic Italian pizza for us!). But the best part of the event was the company. To all participants: Thank you!

Finally, a quick reminder: Musk Oxen are closer to goats than to cows. Someone won a bottle of wine thanks to this information 😊



### Cabin Trip to Kongsvoll v2

The previous cabin trip was amazing, and we wanted to give more people the chance to participate, so we organized another one about one month later. Of course, it was a success too!



### Popcorn Night v2

We were asked to have more of these, and so we did. Basically, the same thing as the previous time, but our collaborator was streaming Howl's Moving Castle.

One great thing about these events is the snacks. Davit always finds the most interesting and "exotic" chips and sweets. The most common phrase in all Popcorn events this year was: "Where did you get this?"

### Ice Cream with DION v1

It's simple. It's summer, it's hot (as hot as it gets in Gjøvik, at least), and people want Ice Cream! We were right about it. We bought around 20 liters of ice cream and lots of toppings, and we made over 30 people happy. It's free ice cream, after all!



### Ice Cream with DION v2

Turns out, 20 liters might have been a bit too much for one day. That's why we have more days in life, just to eat more ice cream. On this second ice cream frenzy day, we managed to finish all of it. That was very cool.

## Family-Friendly Excursion to Lillehammer [DION Grant Event]

Three museums and pizza, with friends and family. In just one day. One busy but fantastic day.

We visited the Lillehammer Art Museum, where we experienced a wide range of artistic expression. Of course, they had gorgeous paintings from many renowned artists from centuries ago, such as Johan Christian Dahl or Munch, but that was not all of it. There were modern exhibits, experimenting with things like bronze casts of mole holes, to a house with only windows made of linen fabric, without walls or anything. Strange stuff, but interesting.

We took some time off and then went to the Maihaugen museum and the Olympic Museum. Maihaugen is definitely an interesting place. It is like a walk through the History of Norway, a truly immersive experience. It is a huge place with real houses collected from different places in Norway. You start walking through a sort of medieval village, with people cooking and cleaning using traditional methods and instruments. Animals walking around you, chickens, goats... You truly feel like you travelled back in time. You then can keep going and enter progressively newer houses, from the 60s, the 70s, the 80s, ... You get the idea. There are vintage cars, old radios... And one of the houses was even the real childhood home of a member of the Norwegian royalty!

The Olympic Museum is a nice experience too, with interactive activities, exhibits on the history of winter sports, real Olympic medals... It made me wish I was there, in Lillehammer, when they had the winter Olympics in 1994. Although now that I think about it, I was not even born back then!

Thanks to Davit, we got a discount on the tickets, which allowed us to invite even more people and family members.

Finally, a day is not complete without a proper meal. Thus, we went to a pizza buffet and made sure the meal was "proper". Pizza was coming, and coming, and we were eating, and eating... In my opinion, the amount we



ate was nothing short of an Olympic feat. I wish pizza-eating was an Olympic sport...

### Mushroom Hunting

To anyone who may think otherwise, mushroom hunting is exciting. It really is! We already knew that, but we got further confirmation when we ran out of tickets on the first day after announcing the event!

We went on a guided trip to the woods on the outskirts of Gjøvik. After a quick but quite complete introduction, we started looking for our first mushrooms. Any interesting specimen we found, we brought it to our guide, and he helped us to identify it.

We learned to clearly identify many types of edible mushrooms, and we took home some of them. Various participants went on their own to look for mushrooms again on the days following the event. Some of us, admittedly, went again, and again, and again...

Sixteen people attended the event.



### Board Game Night v2

9 People gathered at NTNU Gjøvik library for our Board Game Evening. We played multiple games. DIOD served snacks and drinks as always. The event lasted more than 3 hours.



### DION Mirror Conference

9 people attended the event. 3 pairs presented each other's work, while a group of three presented for one of the other two. It was a big success, as the way the attendees conveyed the main message of another person's work was highly accurate, inspiring, and impressive. The joke of the day "Maybe, I should send you to the conferences to present my papers" describes this well. The event highlighted the importance of cross-disciplinary and popular communication of science.



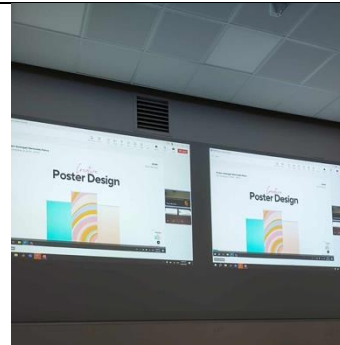
### Startup Preschool Gjøvik [in collaboration with Startup Migrants]

On 4-6 October, Startup Migrants in collaboration with DION hosted a three-day intensive preschool on starting a startup in Gjøvik. DION board member Davit Gigilashvili participated as a regular attendee. Enjoying the experience, he recommends continuation of the collaboration between DION and StartUp Migrants. The attendees worked on their ideas and concluded the preschool with a pitch, some of which can be taken further to the actual pitching competition in November.



### Seminar on Poster Design (streaming)

We streamed the DION Grant seminar on designing posters from Trondheim. It took place in K109 and was attended by 9 people. DION served snacks and light refreshments. The audience from Gjøvik was given a possibility to ask the speaker questions.



### Seminar on Maximizing LinkedIn (streaming)

We streamed the DION Grant Seminar on Maximizing LinkedIn from Trondheim. 7 DION members attended the event, participated in the discussions with the speaker, and asked questions they had. We served snacks and drinks.



### Laser Tag [DION Grant Event]

DION Laser Tag event took place at Bowling 1 Gjøvik. 15 DION members participated in the event. Some played two rounds, and some played three rounds. The game turned out to be very competitive and fun. We received positive feedback and requests to organize it again in the future.



### DION Grant Seminar on Financial Literacy

The DION Grant Seminar on Financial Literacy turned out one of the most successful events of the year. In total, up-to 35 people from different departments of NTNU participated in the event. The event started with an introduction to DION and interactive Menti, followed by a panel discussion on finances and investments, and three different talks on financial literacy and investment tutorial, top money mistakes everyone makes and how to avoid them, and how to start a business in Norway, by Arsalan Khawaja, Gabriel Szalkowski, and invited industry representative Hussein Hallak, respectively. The attendees had a networking





opportunity, and we overall received very positive feedback. Pizza, snacks, and drinks were served. While originally planned for 2 hours, the event lasted for nearly 4 hours.

### DION Stand - World Mental Health Day

In relation to the World Mental Health Day on October 10, DION set up a stand on campus Gjøvik on October 3 together with SiT and NTNU to disseminate information about mental health services and chat with DION members. We distributed informational fliers and sweets and talked with the public about DION's activities.



### Popcorn Night v3

Similar situation to the previous popcorn night, but now they played the movie Princess Mononoke. The snacks were awesome, as always. About 10 people attended the event.

### Norwegian Classical Tunes with a Grieg Bonanza [DION Grant Event]

Funded by DION grants, organized in collaboration with Irina, this was truly a classy event. The three sonatas that Grieg composed throughout his life are a true display of emotions. The romanticism transmitted by the virtuous combination of violin and piano left many of us in awe. The skill of the musicians was breathtaking, and having the opportunity to attend this concert was a real blessing.



### Puzzle Solving with Dion v1

This was a risky one. How risky can a puzzle be? Well, what if people don't like puzzles? It turns out, people do. Many people. We had almost 20 people joining at different times, in the span of several hours. Some joined for ten minutes, some joined for three hours. However, even with so many helping hands, we could not finish the job. Maybe 1500 pieces were too many? We thought we should try again, but with a smaller puzzle, and so we did.

As always, we provided snacks, coffee, tea, cookies, etc.



### The Nordic Model and Role of the Unions: Why are Unions so Important in Norway? [in collaboration with Forskerboret]

This event was this year's edition of a long-standing collaboration between DION and Forskerboret. This year, the event had three parts. There was a presentation by a union representative about the Nordic union model and the importance of unions in Norway and in Academic environments. Then, the local representative for PhDs at Forskerboret presented his experience and how being involved in a union was beneficial for his work as a PhD candidate. Finally, there was a panel discussion, with questions from the public about the role of unions and how they can help temporary scientific employees in different situations.

During the entirety of the event, we had pizza and soft drinks, provided by DION and Forskerboret.



### Mental health month - Seminar on Impostor Syndrome

This was a two-part seminar. The first part was watching the movie *Good Will Hunting*, a movie with a strong portrayal of Impostor Syndrome.

The second part included a discussion on how impostor syndrome was presented in the film, followed by a research-based presentation on signs and solutions to impostor syndrome.

After the presentation, the floor was open for comments, strategies, remarks, and suggestions. We had an interesting discussion among some of the participants.

This event inspired the talk on Impostor Syndrome included in the mental health resources conference we organized later.



### Puzzle Solving with DION v2

We did it! We finished a puzzle! It took over four hours to build, but we persevered and eventually got there. This time, we had the event on a Saturday, and the turnout was a bit lower than last time, but that was not an obstacle. We had a very good time, and we finished the puzzle!



### Seminar: Job-Seeking (streaming)

The talk by Regina Paul was streamed from Trondheim. The event turned out popular. 10 DION members attended the streaming, asked many questions to the speaker, and engaged in the discussion. We served snacks and drinks as always.



### Mental health month - Arts & Crafts [DION Grant Event]

The DION Grant event Arts & Crafts workshop was attended by 13 people, including PhDs, postdocs, and their family members of all ages. This family friendly event offered cozy atmosphere to relax and get immersed in art. DION provided arts & crafts supplies, while some participants brought their own. We served lots of cake, coffee, and tea. Some snacks and drinks were kindly donated by the student organization Hypatia. The activities included but were not limited to coloring, drawing, painting, and knitting. DION board received very positive feedback from the attendees that asked to repeat the event in the future.



### Shut Up & Write

Six people attended the event. 45 minutes of working was followed by 15 minutes of break to exchange ideas and refill snacks, which was again followed by 45 minutes of work in silence. Multiple attendees pointed out that the time was spent fruitfully and suggested doing it again.

No photos available. We were too focused on writing!

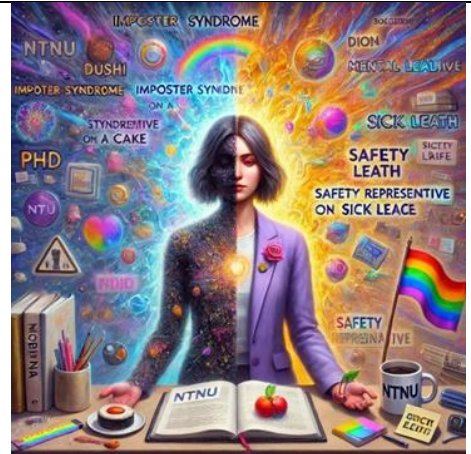
### Mental health month - DION Conferene on Mental Health Resources

This turned out to be a central event of the Mental Health month, and one of the most impactful events of the year. Over 30 people participated in the conference throughout the day, 20 people attending on average at any given time.

We built a website for the event, with all the info about it and useful links! It's here: [dion-mh-confernece.my.canva.site](https://dion-mh-confernece.my.canva.site)

The program offered a broad range of perspectives on mental health challenges that we need to watch out for and be aware of, as well as provided invaluable guidance on where to find resources and how to seek help.

Occupational health services, campus chaplain, INCLUDE and LGBTQ+ Networks, Safety Representative, HR, – all contributed to the program, followed by an insightful talk by Gabriel Szalkowski on impostor syndrome, rooted in research on the topic. The conference was concluded by fun Generative AI Contest, where attendees had to submit an AI-generated image for increasing mental health awareness in academia. We received 14 amazing illustrations, conducted popular voting on Menti, and awarded a gift card to the



winner, which turned out to be Mobina Mobini with her DALL-E generated image called Mindfulnesshealthness (picture on the right). It includes references to all the talks held at the conference. All the submitted pictures can be found on the conference website.

We served sushi at lunch, which turned out to be a popular decision.

Overall, we received overwhelmingly positive feedback from the audience.

### Christmas at Gjøvik Gård [DION Grant Event]

A cozy day at the Christmas Market? Yes, please! Snow has just fallen for the first time, and it is really beginning to look a lot like Christmas.

Sponsored by the DION grants initiative, with Davit's incredible ability to negotiate discounts for DION's events, we managed to invite over 30 people to the Christmas Market celebrations at Gjøvik Gård, where the Christmas vibes are highlighted by the authentic look of historical wooden buildings decorated by snowfall, complemented with the smell of freshly baked ginger cookies and warm coffee.

This was, of course, a family-friendly event, as DION Gjøvik managed to cover tickets for friends, spouses, and children of the participants.



## Share Your Culture!

I cannot express how thankful we are to everyone who contributed to this event. Seriously, this would have been literally impossible without all the people who came and presented their countries.

The mesmerizing dance of aromas and flavors, the colorful composition of pictures and flags, the friendliness and curiosity of all the participants... all of this is what transformed a gray and boring room during a dark and cold winter afternoon, into a lighthearted lively gathering, where people from all around the world could feel the unity of being part of one big effort, each one in their own way.

Thanks to Bhanu, for presenting Nepal, with great pictures, stories, curiosities, and even a traditional hat!

Thanks to Davit and Ana, for presenting Georgia. It was cool to learn to write our names in Georgian, and the traditional sweets (Pelamushi and Gozinaki) and tarragon soda were delicious!

Thanks to Ha Thu for presenting Vietnam, telling us about the country's language, geography, traditional dresses and festivities. The dessert you prepared was incredible. I had never tried chè trôi nước before, and it was soooo good! (Yep, I had to look up the name. And sorry about the sugar thing again!)

Thanks to Shrabanti, Anshul, Akshara, and Shekhar for presenting India! As always, this one was an absolute hit! I know I am biased, but the chai was just... wow! And the Aloo Tikki and Pav Bhaji were so tasty and so flavorful I still dream of them to this day! The effort you put into it was enormous and we truly appreciate it. And the dances were like the cherry on top 😊 Thanks again!

Thanks to Karina (and Gabriel, but mostly to Karina) for preparing all the Spanish and Bolivian dishes you prepared! The croquetas, a universal sign of love, were so tasty, and creamy but crunchy at the same time. The tortilla de patatas was a must have, perfectly executed and accompanied with Spanish allioli. The ñapés were a delicious piece of Bolivia that I am sure none of the participants had tasted before. And the cheesecake... mmm... the cheesecake! It was so delicious and beautiful that people could not believe it was homemade! It was truly memorable.

Thanks to Gabriel for the sweet cheese pierogi, potato and mushrooms pierogi, and the nettle tea.



Thanks to Floriane for presenting France, and bringing brioche, sweets, bread, and different types of cheese! I think French cheese is something just out of this world, and I was so happy when I saw you brought some! Also, the effort you put into preparing the pictures and curiosities about France was just commendable. (And just so you know, I remember that the only proper way of calling it is “pain au chocolat” hehe)

Thanks to Andrea for presenting Norway. We really appreciate your effort and dedication. You did a great job showing us this country from a different angle. You tested our braveness with lakris and salmiak, you brought vary tasty chocolate, and you tested our Norwegian pronunciation skills with things that did not even look like words! You also showed us Norway through different knitting traditions, which was also quite cool. What was truly impressive was the knitwear you brought, demonstrating real mastery of this Norwegian tradition.

Thanks to Pietro, Giampaolo and Leonardo for presenting Italy, and bringing the best Tiramisu I have ever tried. Really, I don't know how you did it, but I just fell in love with the thing! And I was not the only one. When people talk about this day, I can assure you that everyone remembers the tiramisu. Having you at this event was fantastic.

And finally, thanks to all the attendees, including everyone who came just to enjoy the experience and participate with curiosity and openness. This event was, for me, one of this year's highlights. It was attended by over 30 people! P.S. I know that technically speaking, it was still autumn when we had the event, but it was snowing a lot, and we had – 11 degrees outside, so to me that counts as winter.



### Streaming: Lunch Seminar with Verneombud

Streaming of the lunch seminar in Trondheim with the head Safety Representative of NTNU. We stream the event in Gjøvik, providing snacks and beverages.



## Saturday in Sauna

Hot Sauna - Cold Mjøsa - Hot Sauna - Cold Mjøsa - Hot Sauna... How can anyone enjoy that? Well... We did.

We booked the entire sauna at Fredvika, in Gjøvik, only for DION. We used the two hours to confuse our bodies and participate in this experience that just sounds awful at first glance. However, after the experience, the relaxation... the relaxation was really something!

On a scientific note, saunas offer physiological and psychological benefits, such as reducing the risk of cardiovascular diseases and alleviating depressive symptoms. If you needed further evidence that we care about you and your health, this is it!

Six people attended the event.



## Secret Santa Gjøvik [DION Grant Event]

This is quite a cherished tradition among DION members in Gjøvik. Each year, people who sign up are tasked with something that is not easy: finding a gift for someone, but you cannot choose who it is for.

This year, around 20 people participated in the event. How it was? Great. It was great. There were snacks, cookies, sweets, lots of presents, and lots of emotions!

Like last year, Davit was Santa! The show was, however, stolen by unforgettable “mulled wine without wine” by Olga.

We strongly encourage future boards to continue this lovely tradition. You may need to find a new Santa though. 😞





### Annual General Meeting

As the name suggests, this is an annual event. This is the moment when we update our statutes, discuss the previous year's budget, and start the yearly elections for president and board of DION.

In the event, we present the candidates running for the different positions, creating a space for them to express their motivations and plans for next year. The election starts just after the presentations and continues during the following days.

As the tradition mandates, we ordered pizza for all attendees.



### Christmas Movie

Just like the Popcorn events, but the movie this time is Klaus, one of the best Christmas movies ever made.



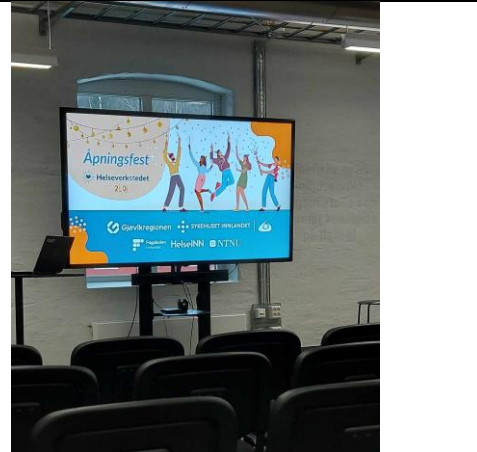
### Snow Movie Marathon

DION provided snacks and drinks to 6 DION members who watched snow-themed movies: starting with a classic Grinch movie ending with a Spanish thriller.



### Collaboration with Gjøvikregionen – Helseverkstedet and Open Day

DION members were invited by Gjøvikregionen to Helseverkstedet event and open day for networking opportunities and familiarizing with local innovation opportunities, with a particular emphasis on public health, healthcare services, and welfare technology.



### Goodbye Event

It's been a loooooong year — and without exaggeration, perhaps the most active year in DION's history in Gjøvik!

As the year comes to a close, we also mark the end of Gabriel’s second term (2023–2024) and Davit’s fourth and final term (2018–2020; 2023–2024) as DION board members.

DION’s journey in Gjøvik began humbly in 2017. Since then, we’ve grown, built an incredible community, and created countless unforgettable memories. Together, Gabriel and Davit organized an impressive 43 events—that’s a DION event every 8.5 days!

To wrap up the year, we’re going back to basics: a relaxed hangout with DION. This farewell gathering will celebrate the contributions of our outgoing board members and welcome the fantastic new board members you’ve just elected (thank you again for your support!).

Join us to relive the most memorable moments of the past year, share some laughs, and give us your feedback and ideas for the future — all while enjoying snacks, drinks, great music, and the uniquely positive DION vibes.

## Ålesund

For DION Grants event happened in Ålesund, please see Section Grants for more information.

### Seminar of research/study aboard

With support by the Ålesund PhD forum who offered us lunch, DION organized a seminar in which PhDs who have been studied or researched abroad shared their experience talking about the entire process: find institution/contact, apply, NTNU's regulation; funding opportunities, etc. 17 participants showed up.



### Boardgames evening

DION hosted a board games evening with pizza, where participants could socialize and relax. 27 people showed up, and their feedback was positive. Many new Phds and postdocs joined, which is crucial for their inclusion in our small community.



### Float sauna evening

During spring, DION invited its members to the local float sauna, which was an excellent activity for welcoming the upcoming pleasant weather. Due to the limited number of seats, we had 12 participants and some on a queue list.



### Bybadet: Summer in DION

During summer, we wanted our members to experience a summerish activity such as swimming, even if the weather was not that good. We had 10 participants and positive feedback to repeat the event.



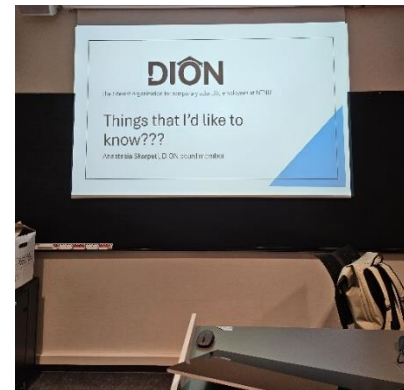
### Museum visit: Waldehuset

Waldehuset is a small local museum running in the only house in Ålesund that didn't burn during the big fire in 1904. Unfortunately, there were some other activities in the city on the same date, so we had only 9 applications. However, we highly recommend this visit.



### Seminar: Things that I'd like to know

DION organized and hosted this seminar. We invited our members to fill out a participation form in which they could highlight the topics that they want to learn about related to the PhD and postdoc. Additionally, they could advise others based on their experience. We collected all the answers and asked some recent graduates who could provide us with suggestions. In this small seminar, we presented all the answers organized by topic. 15 people joined, and we had excellent discussions based on the advice presented. The discussions revealed that we need more seminars like this, and it's advisable to repeat it 1-2 times per year for all the newcomers and not only.



### Cabin Trip to Strandafjel

DION co-organises with Trident, the local organization of campus Ålesund, a cabin trip to Strandafjel. It was one of the largest events of this year, and we had 25 participants. We spent 3 days in a beautiful Norwegian-style cabin, having many activities such as hiking, playing board games, dancing, drawing, watching aurora, etc. In groups, we organized the meals for each day. This event, even if it was the most expensive one, supported the collaboration and enhanced our bonding.



### Seminar: Job-Seeking (streaming)

We streamed the "Job seeking seminar" that occurred in Trondheim to aid our members in finding jobs in the future. We served snacks to our 11 participants, and we recommend this event for the next board as well.



Mental health month - Bybadet

Because November is the mental health month we invited our members to join in the bybadet after work event. We need some time to relax and enjoy an evening combining physical and mental activities. There were 9 participants.



Mental health month - Arts and crafts workshop

It was a fun, collaborative activity. Every participant had 15 minutes to draw on their paper and then move it to the next person. In the end, all the participants drew pictures of each of the people's pictures. We decided to demonstrate the pictures on the campus as an example of collaborative work.



## DION Grants

This chapter presents an overview of the grants offered by DION to PhD candidates, Postdocs, and other temporary scientific staff at NTNU for various activities. The grants, which amount to a maximum of 2000 NOK each event, are intended to cover expenses related to organizing activities that provide opportunities for temporary scientific employees to network, learn, and enhance their experience. The total budget for 2024 grants is 24,000 NOK in 3 rounds during Summer, Fall, and Winter, each round is budgeted at 8000 NOK

All eligible candidates at NTNU campuses are welcome to apply for the grant. DION prioritizes awarding one grant in each of the three cities: Trondheim, Gjøvik, and Ålesund. Applications targeting an open audience are given preference. However, applications intended for the exclusive benefit of a single department or faculty are also accepted.

Below is a description of each approved grant event. Unless otherwise stated, each event was funded with 2000 NOK.

### Summer Grant

DION received four grant applications from each of the cities Trondheim, Gjøvik, and Ålesund. After a thorough selection process and taking into account the budget allocated for the fall grant, we decided to award grants to three applicants:

1. Cage ball in Sluppen
2. StratForr Writing and Career Workshop for PhDs and PostDocs
3. A Family-friendly Excursion to Lillehammer


#### StratForr Writing and Career Workshop for PhDs and PostDocs

This workshop, spanning two days, is designed to provide a platform for PhDs and PostDocs to enhance their skills, expand their network, and progress towards their career objectives.

The first day is dedicated to honing writing skills. It includes writing sprints, a session on how to give and receive review feedback constructively, and a later session on structuring a paper effectively, facilitated by senior staff.

The second day begins with a group discussion and presentation on co-authoring with supervisors and others. This is followed by a workshop titled “Build your own Post-Doc”, which guides on how to apply for projects as a PhD. The day concludes with a career panel featuring guests from the public sector,



<p>academia, and industry. They will discuss how competencies gained during the PhD can be applied to future careers and provide insights into potential career paths.</p> <p>Date: August 28  City: Trondheim  Number of participants: 20  Event responsible: Jicky Lullies</p>	
<p>A Family-friendly Excursion to Lillehammer [campus Gjøvik]</p> <p>Date: July 27  City: Gjøvik  Number of participants: 25  Event responsible: Davit Gigilashvili</p>	
<p>Cage ball at Sluppen</p> <p>Phd and postdocs played for two rounds of cageball at Sluppen.  DION funded this event 1800 NOK.</p> <p>Date: June 30  City: Trondheim  Number of participants: 12  Event responsible: Eirik Landsverk and Hikaru Morooka</p>	

## Autumn Grant

DION received ten grant applications from each of the cities Trondheim, Gjøvik, and Ålesund. After a thorough selection process and taking into account the budget allocated for the fall grant, we decided to award grants to six applicants:

1. Does Your Poster Talk?
2. LinkedIn: Building Your Academic Profile and Network
3. Seminar on Financial Literacy
4. AI in academic writing for early career researchers
5. Listen to Norwegian classical tunes with a Grieg Bonanza
6. Around the World in One Evening: Global Bites and Smiles

### Does Your Poster Talk?

Presenting a poster at a conference is a common yet crucial step for researchers to share their findings with the scientific community. However, studies show that the average attendee spends just three seconds looking at each poster. In such a brief window, how can you capture attention and effectively convey your key message? This event provided valuable information regarding presenting a poster for PhD and Postdocs.

Date: October 10

City: Trondheim (physical), Gjøvik (streaming)

Number of participants: 20

Event responsible: Fei Song, Viviam Bermúdez





## LinkedIn: Building Your Academic Profile and Network

LinkedIn has become an essential platform for academics to build connections, highlight their work, and explore new opportunities. But how can you effectively manage your LinkedIn profile to reflect your academic achievements? What kind of content should you share to enhance your professional image?

Participants with researcher W. Ludwig Kuhn from NTNU, exchanged experience and insights on maximizing LinkedIn presence as an academic. People learned how to craft a compelling profile, strategically share content, and build a network that supports your career goals.

This event provided valuable information for PhD and Postdocs about searching and making their LinkedIn more visible.

Date: September 20

City: Trondheim (physical), Gjøvik (streaming)

Number of participants: 25

Event responsible: Fei Song, W. Ludwig Kuhn



## Seminar on Financial Literacy

Financial Literacy is the ability to comprehend and analyze the financial concepts and skills such as economic management, budgeting, investment, debt management and understanding of taxes, interest rates etc. We as temporary employees often have troubles with our finances and are not able to analyze and predict risks. We also are so focused on research that we hardly think about investing and are unfamiliar with how to invest and what an investment is. This seminar was provided by expert economics faculty and educated PhD and Postdocs to be familiar with investment.



<p>Date: October 21  City: Gjøvik  Number of participants: 35  Event responsible: Muhammad Arsalan Khawaja</p>	
<p>AI in academic writing for early career researchers</p> <p>New tools embedding AI promise to become ever more prevalent in academia. However, amidst the commercial hype surrounding AI technology, its applications, strengths, and limitations may not be well known by researchers. This is particularly important for early career researchers, who face pressures for navigating increasing amounts of literature and optimizing their research output. Through exercises, presentations of case studies and interactive discussions, early career researchers in Ålesund will learn about how AI can be used to support academic writing, as well as what to watch for as they engage with these innovative tools. The event held in English and set up to cater to an audience with various degrees of familiarity with AI tools.</p> <p>Date: October 02  City: Ålesund  Number of participants: 20  Event responsible: Elodie Besnier</p>	
<p>Listen to Norwegian classical tunes with a Grieg Bonanza</p> <p>This event invited temporary staff at NTNU Gjøvik to a concert, where three exquisite violin sonatas composed by the legendary Norwegian composer, Edward Grieg, will be played by two contemporary world-famous Norwegian musicians, Eldbjørg Hemsing og Håvard Gimse. The concert was organized by Resonans (<a href="https://resonanskonserter.no/konserter">https://resonanskonserter.no/konserter</a>), and took place at Friscena, in Gjøvik.</p> <p>Date: October 24  City: Gjøvik  Number of participants: 15  Event responsible: Irina-Mihaela Ciortan</p>	

## Around the World in One Evening: Global Bites and Smiles

Around the World in One Evening: Global Bites and Smiles- Ålesund PhD and Postdoc group comprises of an enriched international community from worldwide. This fall, PhD and Postdoc brought everyone together, shared their food, played board games, and had fun. The event will be a collaborative event, with people bringing food, and funding covering the cost of major ingredients to the people bringing food, supplementary dishes or beverages, cutlery etc.

Date: October 04

City: Ålesund

Number of participants: 15

Event responsible: Vaishnavi Mangal



## Winter Grant


DION received six grant applications from each of the cities Trondheim, Gjøvik, and Ålesund. After a thorough selection process and taking into account the budget allocated for the winter grant, we decided to award grants to five applicants:

1. Pre-Christmas board game evening
2. Family-friendly Arts & Crafts Workshop for Mental Health Month
3. Let's Build Together
4. Secret Santa
5. Christmas Traditions in Gjøvik Gård

### Pre-Christmas board game evening

Many PhD students and Postdocs, especially those from abroad, do not or cannot travel home for Christmas. I want to organize a cozy get-together with pizza and board games to bring a higgling and happy atmosphere to NTNU. People can socialize, exchange experiences, enjoy the community and make new friends through this event. As so many people are already leaving weeks before



<p>Christmas, we would like to celebrate early (end of November) to give people the opportunity to make new friends that they could spend the time with when the city and university becomes emptier as people travel home.</p> <p>To add a special treat and an early Christmas gift to everyone joining the socializing. This event attracted even more people than usual to join and provided a cozy, homely and social atmosphere not only for those that will go home for Christmas but also the ones who celebrated far away from their loved ones.</p> <p>Date: November 19  City: Trondheim  Number of participants: 35  Event responsible: Wiebke Häger</p>	
<p>Family-friendly Arts &amp; Crafts Workshop for Mental Health Month</p> <p>Research shows that arts can reduce stress and positively contribute to mental wellbeing. This event was an arts &amp; crafts workshop, where people gathered to rewind their minds by delving into the arts. They could bring paints, brushes, pencils, crayons, knitting, embroidery, or whatever they fancy, even a laptop for digital art. The event was open to everyone, as well as their family members.</p> <p>Date: November 18  City: Gjøvik  Number of participants: 25  Event responsible: Davit Gigilashvili</p>	
<p>Let's Build Together</p> <p>LEGO challenge! This event aimed to foster teamwork, enhance collaboration and encourage innovative thinking in a relaxed and engaging environment. Also, participants had the opportunity to connect with other researchers.</p>	

<p>Date: November 30  City: Trondheim  Number of participants: 25  Event responsible: Saber Mohammadi</p>	
<p>Secret Santa (Gjøvik)</p> <p>The event was dedicated to organizing a game where registered participants were blindly assigned to each other to prepare gifts. People exchanged gifts together on an agreed date. DION funded this event 600 NOK.</p> <p>Date: December 04  City: Gjøvik  Number of participants: 15  Event responsible: Olga Cherepkova</p>	
<p>Christmas Traditions in Gjøvik Gård</p> <p>This event was meant to bring temporary staff at NTNU Gjøvik to the Christmas market, organized in one of the oldest farmhouses in Gjøvik - Gjøvik Gård. This Christmas market is special because it re-enacts older Christmas traditions from 1800s Norway.</p> <p>Date: November 23  City: Gjøvik  Number of participants: 15  Event responsible: Irina Ciortan &amp; Davit Gigilashvili</p>	

**Financial overview**

DION board 2024 have total budget pool of 155000 NOK, 155689 NOK has been planned for use, as details presented in Table IV.

**Table IV: DION board's spendings for 2024**

<b>Expenses</b>	<b>City</b>	<b>Date</b>	<b>Cost (NOK)</b>
Grants (3 round of 8000 NOK)	All campus	2024-01-01	26700
DION promoting material (T-shirt, giveaways, etc)	All campus	2024-01-01	6000
DION Seminar: Going abroad	Ålesund	2024-02-08	0
Snacks for many events	Gjøvik	2024-02-09	1159,2
Ski course	Trondheim	2024-02-10	250
Feb Friday Hangout (snack)	Trondheim	2024-02-23	588
Snacks for many events	Gjøvik	2024-03-15	664,2
March Friday Hangout (snack)	Trondheim	2024-03-15	588
Game night	Ålesund	2024-04-05	2877,1
DION Seminar: Navigating Academic Life	Trondheim	2024-04-09	2257
Svai Sauna	Ålesund	2024-04-12	2500
Seaweed foraging	Trondheim	2024-04-13	2295
Physical board meeting travel - Davit	All campus	2024-04-17	4779,8
Physical board meeting travel - Gabriel	All campus	2024-04-17	3633,96
Physical board meeting travel - Anastasia	All campus	2024-04-17	6147,84
Physical board meeting: refreshment and dinner	All campus	2024-04-17	3142,09
April Friday Hangout (snack)	Trondheim	2024-04-19	314
sauna & sea-dip	Trondheim	2024-04-27	1372,5
Waffles with DION	Gjøvik	2024-05-08	566,5
Snacks for many events	Gjøvik	2024-05-10	369,2
Science festival: Pint of science	Trondheim	2024-05-13	4000
DION 3 min Conference	Gjøvik	2024-05-24	2846
Foraging plant tour at Gløshugen	Trondheim	2024-05-29	2200
Cabin Trip to Kongsvoll	Gjøvik	2024-05-31	5662,79
DION 3 min Conference	Trondheim	2024-06-07	2114,25
Summer BBQ	Trondheim	2024-06-10	2280
Popcorn / Hangout with DION	Gjøvik	2024-06-19	655
Bybadet	Ålesund	2024-07-02	1678
Cabin Trip to Kongsvoll	Gjøvik	2024-07-19	2655,55
Cabin Trip to Kongsvoll	Trondheim	2024-07-19	2655,55
Ice Cream Events (two events)	Gjøvik	2024-07-23	796,7
Excursion to Lillehammer	Gjøvik	2024-07-27	3818
Ice cream meet up	Trondheim	2024-07-30	472,4
Mushroom Hunting	Gjøvik	2024-08-09	600
Mushroom Hunting	Trondheim	2024-08-15	400
Valdehuset museum	Ålesund	2024-09-03	900
Autumn BBQ	Trondheim	2024-09-13	340
Board Games (snacks for it and many other events)	Gjøvik	2024-09-20	1311
Mirror Conference	Gjøvik	2024-09-27	1863

Poster Designing (streaming)	Gjøvik	2024-09-30	0
Stand at World Mental Health Day	Gjøvik	2024-10-03	0
Preschool with StartUp Migrants	Gjøvik	2024-10-04	0
Laser Tag	Gjøvik	2024-10-06	3652
Financial Literacy Seminar (co-funding a grant event)	Gjøvik	2024-10-09	92
Streaming the Maximizing LinkedIn Event from Trondheim	Gjøvik	2024-10-11	381,9
DION seminar: Things that I'd like to know	Ålesund	2024-10-17	1508
Popcorn / Hangout with DION	Gjøvik	2024-10-18	718
Concert at Friscena (co-funding a grant event)	Gjøvik	2024-10-24	114
Union Seminar: Tekna	Trondheim	2024-10-24	0
Puzzle Solving with DION	Gjøvik	2024-10-28	0
Mental health month (nov) - Drinks for many events	Gjøvik	2024-11-05	294,8
SiN membership 2024	All campus	2024-11-06	3000
Union Seminar: Forskerforbundet	Gjøvik	2024-11-06	0
Mental health month (nov) - Seminar on Imposter Syndrom	Gjøvik	2024-11-08	1351,52
Mental health month (nov) - Havet Suana & Pirbadet	Trondheim	2024-11-08	990
Cabin Trip to Strandafjellet	Ålesund	2024-11-08	13240
Mental health month (nov) - Puzzle Solving with DION	Gjøvik	2024-11-09	0
Mental health month (nov) - arts and crafts seminar	Ålesund	2024-11-09	690
Union Seminar: Forskerforbundet	Trondheim	2024-11-11	0
DION Seminar: Job seeking with Regina(streaming)	Gjøvik	2024-11-14	0
DION Seminar: Job seeking with Regina(Phycial)	Trondheim	2024-11-14	0
DION Seminar: Job seeking with Regina(streaming)	Ålesund	2024-11-14	303,66
Mental health month (nov) - Kongsvoll cabin trip	Trondheim	2024-11-15	2324
Mental health month (nov) - Shut Up & Write	Gjøvik	2024-11-20	0
Mental health month (nov) - Mini-Conference on MH	Gjøvik	2024-11-21	3667,6
Vintenskapsmuseet visit (co-host with NIRS)	Trondheim	2024-11-24	6000
Mental health month (nov) - Share Your Culture - Davit	Gjøvik	2024-11-28	487,2
Mental health month (nov) - Share Your Culture - Gabriel	Gjøvik	2024-11-28	0
Mental health month (nov) - Hovedverneombud Lunch	Trondheim	2024-11-28	591
Mental health month (nov) - Seminar Professional Growth	Trondheim	2024-11-28	2181
Mental health month (nov) - Gjøvik Sauna	Gjøvik	2024-11-30	650
DION Annual general meeting (AGM)	All campus	2024-12-05	6000
Gløgg Party for Christmas (co-host with NIRS)	Trondheim	2024-12-05	2000
Transfer meeting with new board	All campus	2024-12-10	2000
<b>Sum</b>			155689

The remaining budget as of the day of writing the report is -689 NOK. Note that the few expenses (e.g AGM, DION promoting material, etc) are allocated costs, and the final number may change.

For 2025's budget, we propose the cost distribution presented in Table V. The budget proposed serves as a recommendation for the board 2025. The incoming board retains full authority to revise and plan the budget according to their priorities and needs.

**Table V:** Proposed budget for 2025.

<b>Expenses</b>	<b>City</b>	<b>Amount (NOK)</b>
Physical meeting for board	All campus	20000
Grants	All campus	24000
Annual general meeting (AGM)	All campus	6000
Mental health month (Nov)	All campus	15000
SiN membership fee*	All campus	4500
Buffer	All campus	1000
Event and operation	Trondheim	33000
Event and operation	Ålesund	25750
Event and operation	Gjøvik	25750
<b>Sum</b>		<b>155000</b>

\*Membership for SiN is expected to be 3% of the total budget DION received from NTNU.



## DION communication

This chapter gives a general overview of the activities of DION on social media and other communication channels.

### Innsida

During this board period, Innsida was our most active communication platform. Currently, DION manages two channels: “DION” and “Ph.d. og postdoktorer”. Of the two, “Ph.d. og postdoktorer” has a larger subscriber base as shown in Figure I.

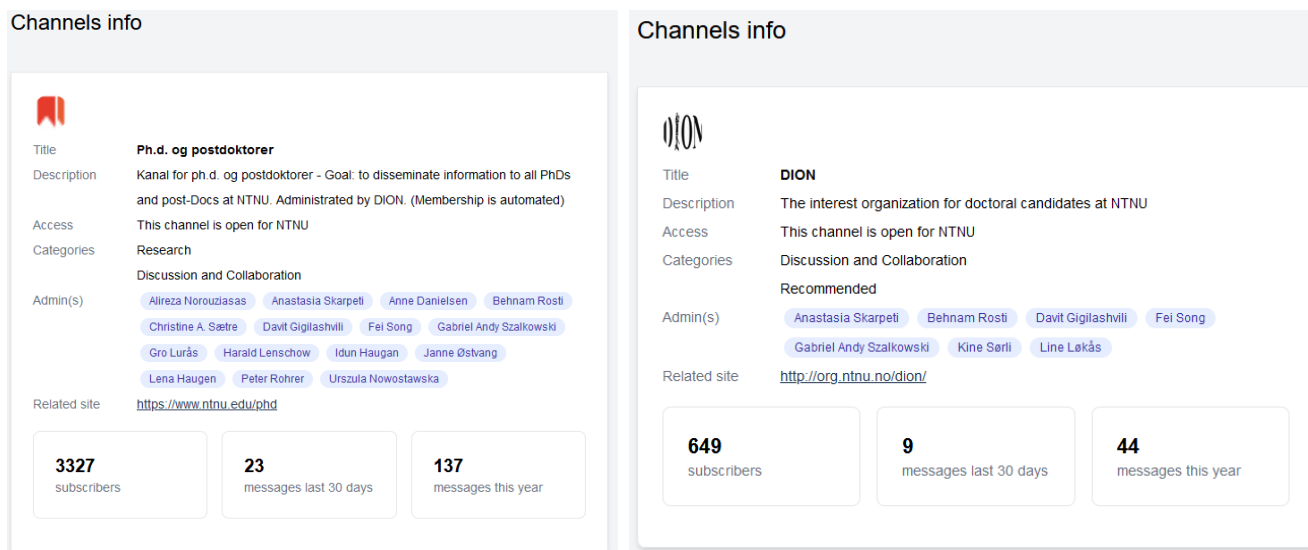


Figure I. Overview of two Innsida channel

Innsida should remain the primary communication channel in the coming year, with all announcements posted there. This includes updates on upcoming events, grant (calls and winner), collaborative activities, and more.

When posting events or sharing information through Innsida, it is recommended to include contact information. This ensures that inquiries are directed to the appropriate person, as the contact person may not always be the same as the one publishing the Innsida post. For example, when DION shares a candidate call for a working group, the contact details for the relevant working group should be included.

### Social media

DION has maintained an active presence on several social media platforms, including Facebook, Instagram, X (formerly Twitter), and LinkedIn, to engage with its community and share important updates. The primary responsibility for managing these platforms lies with Behnam, while Davit took over as the Facebook and Instagram manager during Behnam's leave in the autumn. Davit was also responsible for posting on Gjøvik-related events.

- Facebook: <https://www.facebook.com/DION.NTNU>
- Instagram: <https://www.instagram.com/ntnu.dion>
- X: [https://x.com/dion\\_ntnu](https://x.com/dion_ntnu)

- LinkedIn: <https://no.linkedin.com/company/dion-ntnu>

Facebook and Instagram are primarily used to share public events and key information related to DION. These platforms are particularly effective due to their ability to post both traditional updates and stories, providing greater visibility. Sharing photos from memorable moments at our events through stories helps increase engagement and reach a broader audience. Instagram, with its visual emphasis, allows us to highlight event highlights and interactions in an engaging way. In addition, we utilize the X platform for posting about significant events and updates, ensuring that our followers are promptly informed about important developments.

As of now, DION has 2,011 followers on Facebook, 402 followers on Instagram, and 249 followers on X. These platforms have proven invaluable in helping the DION board stay connected with its members, address inquiries, and provide timely responses. The growing follower base allows us to maintain strong communication with our community, fostering a sense of belonging and involvement among members.

During the 2024 board period, LinkedIn was not actively utilized. However, we recommend that the 2025 board consider leveraging LinkedIn to enhance visibility. Highlighting DION activities and experiences on LinkedIn can showcase the valuable skills gained through board work, which are a significant asset in the job market. An excellent example to follow on LinkedIn is SiN (Stipendiatororganisasjonen i Norge), which effectively uses the platform for communication and engagement.

### Website

The Website was maintained as usual (<https://dion.org.ntnu.no/>). The tasks included updating the pages with events and information, and general maintenance of the WordPress platform.

### Newsletter

In August, a newsletter was published summarizing DION's activities from the spring and summer and addressing its members. The board opted to use a PowerPoint format for the newsletter, as it is easier to edit. The newsletter was sent to subscribers and uploaded to the website for wider accessibility.

### Email inquiries

Throughout the year 2024, we have received dozens of inquiries from individuals across all three campuses, covering a wide range of topics. We estimate dedicating over 100 hours to addressing these inquiries.

Our commitment to responding stems from our mission: to support our fellow temporary scientific employees to the best of our knowledge and abilities. When situations required further expertise, we referred the sender to the most appropriate resources tailored to their specific needs.

We have provided support on various topics, including union membership, salary, taxes, language requirements, employment, and conflict at work. The most pressing issues identified

were inadequate working conditions and language requirements. The latter has been especially challenging due to new regulations mandating Norwegian language competency for temporary scientific employees.

### Media

DION's focus this year has been addressing language requirements for temporary employees. Peter shared his perspective on this topic in an article published by Forskerforum. The full article is available here: [Stipendiat om språkkrav: Vanskelig å anbefale Norge til noen andre.](#)

## DION collaborations

This chapter will give a summary over the collaborations we've had during the board period 2024. It is important to mention that during the joint events, DION used short time to introduce our organization and its role to the participants, as well as encourage the participants to get involved with the DION board. This practice should be continued by the next DION board.

### NIRS

During the 2024 board period, several meetings were held with NTNU International Researcher Support (NIRS) to discuss and enhance collaboration. In Trondheim, we successfully co-hosted three events: a summer BBQ, a Viking tour at the NTNU Vitenskapsmuseet, and a Gløgg party.

This partnership has been highly active and productive. We strongly recommend that the new board continue this collaboration.

### SiN

SiN (Stipendiatororganisasjonene i Norge) serves as the umbrella organization for local organizations advocating for the rights of temporary scientific staff at Norwegian universities and colleges. Local organizations are invited to quarterly meetings with the SiN board. During the 2024 board period, three such meetings were held, including the SiN Annual General Meeting. Davit and Gabriel attended in person as DION delegates, while Fei joined online as an observer. At this meeting, new SiN board members were elected.

SiN addresses PhD and postdoc-related issues at the national level, influencing decision-making bodies in Norway by providing input on proposed laws and policies. To shape these opinions, SiN often seeks contributions from local organizations. The DION board advocates for greater involvement in national debates on issues affecting temporary staff, particularly employment requirements. Another key topic we believe warrants national attention is the balance between Norwegian and English usage at universities. We are confident that collaborating with other organizations within SiN can amplify our voice and strengthen our case on these important matters.

### StartUp Migrants

The collaboration with StartUp Migrants was established by the DION board in 2022, and further details can be found in the previous annual report. In brief, StartUp Migrants offers entrepreneurship "preschools" for PhD students and postdocs at NTNU, with a particular focus on foreign candidates.

DION's role in this collaboration includes applying for financial support from NTNU once a year (in the fall) and promoting the preschools through our social media channels and Innsida. It is recommended that the new board continue this valuable collaboration.

### Unions

DION maintains regular contact with several labor unions, particularly Tekna and Forskerforbundet. Tekna focuses on STEM disciplines, while Forskerforbundet supports all scientific employees, regardless of their field.

Through this collaboration, we organize seminars for temporary scientific staff to raise awareness about their rights and opportunities. DION typically handles room bookings, creates signup sheets, and promotes the events, while the unions provide the seminar content and cover the food costs.

These events are generally well-attended and receive positive feedback. We strongly encourage the new board to continue nurturing these valuable collaborations.

### Naturopplevelse Bösch

Naturopplevelse Bösch has been a valued event partner for DION since 2022, offering a wide range of nature-related activities with option of English and Norwegian. Seaweed, edible plant, and mushroom foraging trips have been particularly popular and well-attended.

DION typically covers part of the event costs, while the remaining portion is paid by participants through event tickets sold on Tikkio.

### Marie Curie Alumni Association (MCAA)

DION has established a collaboration with the MCAA Norway Chapter for sharing information and organizing events. Together, DION and MCAA co-hosted the summer BBQ and sauna at Sjøbadet in Trondheim. This partnership remains active for future events and information-sharing opportunities.

It is important to note that MCAA often requires a long pending time to approve event budgets, so co-hosted events should be planned well in advance.

### IDI and IIK Departments

DION continues collaboration with IDI and IIK departments in Gjøvik. Due to the economic situation at NTNU, financial support was limited this year. However, we recommend the new board to continue the collaboration and expand it to other departments. Further collaboration could aim at covering expenses for larger events, as done in previous years (e.g., National Museum visit, Kistefoss visit...)

We would especially like to thank the contribution of the Human, Organizational, and Societal Aspects discipline, at the IIK department, offering their financial support to the Mental Health Resources Conference. This helped us cover part of the expenses of the conference during a period of economic uncertainty at the university.

At the same conference, we had talks by HR at IIK and a safety representative at IDI. We appreciate the time and effort devoted to this task.

### Occupational Health Services - Bedriftshelsetjeneste

DION has been collaborating with Occupational Health Services several years. The collaboration usually is a talk and Q&A session by Occupational Health Services, especially focused on mental health. This year, the talk was part of the Mental Health Resources Conference in Gjøvik.

### Trondheim Pride

Trondheim Pride is held annual in September, organized by the LGBTQ+ community in Trondheim. In 2023, a collaboration was established when Gabriela Kazimiera Warden, was

involved in organizing the event. On parade day, DION participated by marching with our banner to show support for the LGBTQ+ community.

This collaboration should be continued by the new board, as it demonstrates that DION is open, inclusive, and supportive of all its members.

### NTNU Include

DION has been collaborating with NTNU INCLUDE since 2023. In 2024, DION contributed to the Diversity Conference alongside NTNU INCLUDE. This collaboration involves sharing information about their events as well as promoting the network itself.

The INCLUDE network also contributed to the Mental Health Resources conference held in Gjøvik by DION. This collaboration included an in-depth and thought-provoking presentation and discussion, as well as organizational, logistic, and financial support.

It is important to continue this partnership, as it demonstrates DION's support for all our members. We recommend that the new board mention the network to anyone who contacts DION regarding disability care or similar employment-related concerns.

### Network for LGBTQ+ employees at NTNU

DION has collaborated with the network during Trondheim Pride. It has also shared information about the network. This collaboration should continue in the next board period, due to its importance of showing and giving support to DION's members.

The LGBTQ+ network also contributed to the Mental Health Resources conference held in Gjøvik by DION, by volunteering to hold a two-speaker presentation.

### Lillehammer Museum

The administration at the Lillehammer Museum collaborated with DION by offering reduced rates for our members during a group excursion, and including in the ticket access to the Maihaugen and Olympyc museums. This allowed us to invite more people to the event.

### Mjøsmuseet

The administration at the Mjøsmuseet collaborated with DION by offering reduced rates for our members during a group event at Gjøvik Gård. They offered a 20% discount, which allowed us to cover the entrance for more participants.

### Trident

Trident is a local volunteer organization for PhDs and Postdocs in Ålesund, organizing social events. Initially founded at IHB, it is now open to all departments on campus. Our collaboration with Trident has helped enhance DION's visibility on campus and contributed to the co-organization of events such as cabin trip and seminars.

### Ålesund PhD forum

The PhD Forum aims to connect all PhDs on the Ålesund campus. They organize various events and have their own channel on TEAMS, providing a platform for sharing information. As agreed in the meeting, the PhD Forum can support DION, as they have their own funding, and this partnership will help increase our visibility on campus.

### Gjøvikregionen

DION in Gjøvik discussed potential collaboration with the local authorities, in particular, Gjøvikregionen Utvikling. Even though a dedicated Gjøvikregionen-DION event did not materialize due to the busy schedule, DION members were invited by Gjøvikregionen to Helseverkstedet event and open day for networking opportunities and familiarizing with local innovation opportunities, with a particular emphasis on public health, healthcare services, and welfare technology. We recommend the future board in Gjøvik to continue collaboration with Gjøvikregionen to give DION members a broader overview of the local innovation ecosystem and support opportunities. Contact Davit for further information.

### Resonans

Resonans is a group that organizes different concerts and musical events. They provided tickets for the DION Grant called “Listen to Norwegian classical tunes with a Grieg Bonanza” at a discounted price, enabling the participation of more people.

## DION's role at the university

This section will briefly summarize DION's role at the university, regarding regulations and rights of temporary academic staff.

### Forskningsutvalget (FU)

DION represents the interests of temporary scientific staff in NTNU's Research Committee ([Forskningsutvalget](#) - FU). DION board member Peter Rohrer has had this role during the current board period 2024.

Forskningsutvalget consists of the vice deans for research from each faculty and the Pro-Rector for Research and Innovation. DION has traditionally provided a representative for temporary academic employees, while Studenttinget has provided a student observer. Representation in FU involves preparation for and participation monthly meetings. The typical discussions are related to research policy and politics, in addition to infrastructure, finance, and coordination between faculties.

It is important for DION to represent temporary academic employees in the council, as it gives us a direct voice in the discussions regarding PhD and postdoc related issues at NTNU, such as the stipendiatombud discussion and others. The working language is Norwegian.

### Innovasjonsutvalget

DION represents the interests of temporary scientific staff in the NTNU Innovation Committee ([Innovasjonsutvalget](#) - IU). DION board member Peter Rohrer has had this role during the current board period.

Innovasjonsutvalget consists of the vice deans for innovation from each faculty and the Pro-Rector for Research and Innovation. DION has traditionally provided a representative for temporary academic employees, while Studenttinget has provided a student observer. Representation in IU involves preparation for and participation monthly meetings. The typical discussions are related to innovation, its instruments, value creation and societal impact, both locally as well as in a broader political context, covering topics such as "2% strategien" - government's ambition to increase industrial R&D investments to 2% of the GDP by 2030, and what this means for academia and NTNU.

It is important for DION to represent temporary academic employees in the council, as it gives us a direct voice in the discussions regarding PhD and postdoc related issues at NTNU, such as the expansion of industrial Ph.d. programs and funding for innovation among temporary employees. The working language is Norwegian.

### PhD supervisor training advisory group

A working group was created to investigate issues related to PhD supervisor training at NTNU in 2023. DION participated actively in this working group. The working group's recommendations are now in the process of implementation, and an advisory group has been created to follow up. DION board member Peter Rohrer is a member of this advisory group. As of writing, there has been only one advisory group meeting, where a broad outline of work in progress and work



planned was presented. It is recommended that a DION board member continues in this role for 2025.

### NTNU language policy council

NTNU established a [Language Policy council](#) in 2023 to follow up the newly updated language policy. The language policy council's mandate can be found here :[Språkpolitisk utvalg ved NTNU - Kunnskapsbasen - NTNU](#). The representative of temporary scientific staff is there to represent our interest regarding the language policies and practices at NTNU.

DION's former president (Gabriela Kazimiera Warden) has represented temporary academic staff since the council's creation and reported to the DION board, filling the permanent temporary employee representative role. Much of the development in NTNU's language policy in 2024 has come as a result of the [new University Act](#) enacted in the summer of 2024. This act requires that all Ph.d. candidates and postdoctoral fellows without Scandinavian language competency at the time of hiring take 15 ECTS of Norwegian language courses before completion. The exact impacts of this change are not yet fully known, but NTNU plans to have new internal guidelines in place by January 2025.

### Consultation on NTNU's Internal Guidelines for Academic Positions

DION participated in [NTNU's internal hearing on guidelines for academic positions](#), with a focus on 'recruitment positions' which comprise Ph.d. candidates and postdoctoral fellows. These guidelines dictate how the University Act (put into place by the Government) is followed up and implemented at NTNU. A revision of NTNU's guidelines was necessary due to the new University Act.

DION received the call for consultation alongside the faculties and other units at NTNU. To better encompass opinions of all staff, DION released a form on Innsida to collect feedback and incorporated this feedback in our response to the consultation. This is recommended in the future to increase engagement, though in this case there were very few respondents and little constructive feedback that could be included.

### Survey on Norwegian language courses

The survey was designed by Davit Gigilashvili and Anastasia Skarpeti and ran from October 15, 2023, to December 1, 2023. The objectives of the survey were published in a Final Report on DION website in early 2024, which is easily accessible for everyone. The survey aimed to assess the current situation and gather statistics regarding Norwegian language courses at NTNU:

1. what the current offers are
2. what are the needs of the temporary scientific staff
3. whether or not they are happy with the quality of the offers
4. whether the courses are equally accessible to all temporary scientific staff in all cities

DION obtained quantitative and qualitative data that Davit Gigilashvili and Anastasia Skarpeti analyzed, respectively. 144 temporary scientific employees from all the three campuses (Trondheim: 109, Gjøvik: 15, Ålesund: 20) of NTNU participated in the survey anonymously and voluntarily through NTNU system. In sum the results showed:

- Many participants recognize the need for Norwegian language skills and are willing to stay in Norway after completing their studies.
- Most have attended lower-level courses, with few progressing to Level 4 due to no availability in campuses Ålesund and Gjøvik, and commuting challenges in Trondheim.
- Participants prefer physical courses but face issues with time, scheduling, workload, and course design.
- Suggestions include shorter, intensive courses or less formal, flexible options for better accessibility.

**Based on the above, in the report DION recommends to:**

1. Recognize Norwegian language courses as duty work or extend contracts to ensure equal access across all campuses.
2. Offer flexible scheduling, location options, and online courses as a backup for in-person classes and make Level 4 available at all campuses.
3. Improve course design with shorter, intensive formats and more practice-focused approaches like language cafés.
4. Address supervisor restrictions by providing clear guidelines on funding and access. Consider appointing an Ombudsperson to resolve conflicts that might arise.

Detailed analysis and presentation of the data is in the report available online at DION's website:

<https://dion.org.ntnu.no/wp-content/uploads/2024/05/DION-Language-Survey-Report.pdf>

The report also includes discussion, proposed changes, and conclusions.

## Presentation for new employees

DION has been invited to present the organization during the seminars for new employees at various faculties. This activity is summarized in Table IV. It has proven to be an effective way to reach new members, as many of them attended DION events following the seminar.

The list shows that several departments are still not included. The 2025 board could consider actively reaching out to faculty/department and offering an introductory seminar for newly employed temporary scientific staff.

**Table VI:** Overview over DION promotion requested by different faculties.

Date	Faculty/Department	Presenter
2024.02.17	IV	Behnam
2024.03.24	IE	Peter
2024.04.25	MH	Fei
2024.09.11	HF	Peter
2024.10.03	IE	Fei
2024.11.01	SU	Fei
2024.11.05	ØK	Fei

## Recommendations for the new board 2025

The board of 2024 would like to offer the new board some recommendations regarding the organization and running the board:

- **Visibility:**  
DION should try to become even more visible through activities on social media, insida posts, representation in various councils and committees. It is crucial to make DION's members aware of its job and influence. Therefore, it is important to continue to work with all faculties and present DION in their seminars for new PhDs.  
Board 2024 has created flyers for DION, whenever board members are present at an event, flyers can be distributed to all participants.
- **Casual and social event:**  
Causal events are very popular, such as hang outs, BBQ, visits to museums etc. This is according to participants' feedback, since many participants reported appreciating the possibility of having an outlet for their difficulties with their colleagues that was happening outside of campus and at events that were not scientific. We see that there is a great need for this kind of event.  
In the future, the board could consider conducting an open survey to allow all members to submit their desired event requests.

- **Maintain collaboration:**  
DION should continue its collaboration with existing partners while remaining open to new partnerships. These collaborations generally increase DION's visibility and help ease the budget and workload burden on the DION board.
- **Scientific and professional development:**  
DION should also offer more events focused on scientific and professional development, such as workshops on designing posters, job-seeking strategies, and using LinkedIn effectively. NTNU has established a working group for career development for PhDs and Postdocs in late 2024, so it would be beneficial to seek collaboration with them.
- **Interest as employee:**  
DION's board should continue to represent the interests of temporary scientific staff at NTNU in the various councils and committees. A common challenge has been lacking of awareness or engagement from the larger community of temporary employees on the issues discussed. To increase engagement, quarterly town hall meetings or updates posted on Innsida are recommended. The Pro-Rector for Research and Innovation has been positive towards this and offered support for in-person gatherings.  
DION should continue to follow up the discussion on stipendiatombud at the NTNU level, push for equal treatment of PhDs and postdocs regarding of their affiliation, and the Norwegian language course possibilities in different NTNU cities.
- **Internal consultation (Høring):**  
DION's board should push to be included on internal calls for consultation for new regulations that affect temporary employees. We have found NTNU administration generally very willing to receive our input, and this helps increase engagement and DION's advocacy position.
- **Grant:**  
The DION Grant system should continue, with priority given to new applicants and events that are open to a broader audience. This approach will help prevent DION from becoming a personal sponsor for individuals and will provide more opportunities for others.  
Assets purchased through the Grants, such as board games and football equipment, are DION's property and must be returned to the organization. Therefore, DION also encourages the rental of these assets for grant-related events.
- **Event access for all cities:**  
The DION board should ensure the organization of collaborative events in all NTNU cities to provide equal opportunities for participation, regardless of geographical location. Hybrid solutions, such as streaming, should be considered to accommodate a wider audience.

In 2024, several cabin trips were held with positive feedback. The board found that [NTNU's Kongsvoll cabin](#) is both affordable and relatively easy to reach from all campuses (either by carpooling or public transport). We encourage the 2025 board to take inspiration of the Kongsvoll cabin and consider utilizing similarities (e.g. [DNT cabin](#), [NTNUI cabin](#)) for future events, such as trips and in-person board meetings.

- Task division and work hour:

The distribution of tasks within the board should be equitable, and all board members are expected to actively engage in discussions via email, Teams channels, and by attending board meetings. It is beneficial to establish clear expectations for each task at the start of the board period.

Additionally, the DION board members should track the hours spent on DION-related work. It is recommended to review all members' documented hours at least once per semester. If a member's recorded hours are significantly lower than expected, the issue should be discussed with the rest of the local board to identify ways to balance the workload.

At the end of the board period, a recommendation for compensation based on engagement should be included when applying for an extension to NTNU.

- Waiting list and ticket to events:

When planning events, always include a >20% surplus on the waiting list, as dropouts are common. It has also been observed that free events generally have a lower attendance rate compared to those requiring a fee.

Charging a small participation fee or ticket (e.g., 50–200 NOK) in advance can not only help DION alleviate financial strain but also improve attendance rates. [Tikkio](#) is an easy-to-use platform for ticket sales and is recommended for this purpose. In general, DION does not offer refunds for event tickets. However, participants are allowed to transfer their tickets to others in case of unforeseen circumstances. Most DION events cost around 2000 NOK after deducting ticket sale.

Cash payments are not advised, as participants may fail to attend, leaving fees unpaid and resulting in wasted spots and sponsorship funds.

- Events Serving Food:

Participation tends to be high for two types of events: (1) Events with interesting and relevant topics, such as job-seeking seminars or foraging tours, (2) Events offering free meals, like pizza. However, given DION's limited budget, meals should primarily be reserved for events that might not attract as much interest but are still important, such as seminars with safety representatives. For other events, providing snacks is optional. The goal is to allocate DION's budget effectively rather than spending excessively on free food.

For pizza delivery, it must comply with NTNU's purchasing regulations, we typically estimate the number of pizzas as the number of participants divided by three.

- Survey/signup privacy and photo consent:  
When conducting surveys or creating signup sheets for events, it is important to prioritize the privacy and anonymity of respondents. Therefore, we encourage the new board to primarily use [Nettskjema](#) for surveys and to include a privacy and anonymity statement in the survey description.  
Additionally, maintaining a photo archive for events can be useful for the annual report. However, before taking any photos, consent must be obtained from the individuals involved.
- Empathy and understanding:  
DION should remain an organization that offers help to the temporary scientific staff at NTNU through email inquiries.  
Board members should demonstrate empathy and understanding. While it may not always be possible to take direct action, we can create a space for dialogue and support. All board members have a duty of confidentiality when involved in personal meetings with our members.
- Seeking suggestion  
Starting a new board period can be challenging, but there are many resources available. New board members can seek advice and suggestions from the 2024 board members when planning. For specific events, you can find event folders in Teams and contact the person responsible as documented in this report.  
Additionally, NTNU has assigned organizational advisor Line Løkås and economic advisor Elise Hanstad to assist with DION's work. Don't hesitate to reach out to them for guidance— they are very friendly, kind, and always ready to help.