Statutes for DION – Interesseorganisasjon for midlertidige vitenskapelige ansatte ved NTNU

1. Introduction

1.1. Scope of document

This document contains the statues of *Interesseorganisasjon for midlertidige vitenskapelige ansatte ved NTNU (DION)*. See also DION - Purpose, Goals and Structure for more information about DION.

1.2. Document version

This document was created during 2013 by the DION board of 2012-2013 and 2013-2014 in preparation for the annual general meeting of 2014. The statutes were revised for the annual general meetings in 2014, 2017, 2018, 2020, 2023, 2024 and 2025.

1.3. Old statutes

The first version of the statutes was approved by the DION annual general meeting in 2000 and can be found in the DION archives (shared upon request).

2. Statutes

2.1. Name

2.1.1 The name of the organization is “Interesseorganisasjon for midlertidige vitenskapelige ansatte ved NTNU”, for historical reasons abbreviated DION (previous name *Doktorgradskandidatenes interesseorganisasjon ved NTNU*).

2.1.2 The English translation of the name is “The Interest Organisation for temporary scientific employees at NTNU”.

2.2. Membership

2.2.1 All registered doctoral candidates, postdoctoral fellows (postdocs), and other temporary scientific employees (i.e., employees with temporary research contracts) at NTNU are automatically DION members.

2.2.2 Any member can notify DION by email that they do not wish to be represented by the organization.

2.3. Goal

2.3.1. DION shall be a resource and driving force for the joint interest of doctoral candidates, postdoctoral fellows (postdocs) and other temporary scientific employees (i.e., employees with temporary research contracts) at NTNU.
2.3.2. In addition, DION should aim to promote the interests of other temporarily employed scientific staff.
2.3.3. The organization has the following main working areas:

a) Working conditions
b) Quality of the doctoral education
c) Economic issues
d) Social benefits and integration
e) Internationalization
f) Ethics in science

2.3.4. Each DION board is free to prioritize other important issues for temporary scientific staff.

2.4. Annual general meeting (AGM)

2.4.1. The annual general meeting is the highest organ of DION, and it is held annually either in November or December, as the board sees it fit.

2.4.2. All registered doctoral candidates, postdocs and other temporary scientific employees (i.e., employees with temporary research contracts) at NTNU have the right to attend the AGM.
2.4.3. The AGM shall be announced on the DION web page, by email, and through NTNU's official interactive channel "Innsida" at least two weeks before the meeting is held.
2.4.4. The announcement should include a call for suggested changes to the statutes.
2.4.5. The meeting documents should be made available at least one week before the meeting. And The meeting shall:

a. Vote on statutes changes
b. Present the board's annual report
c. Present the board's annual financial statement*
d. Elect a leaders and new board members

2.4.6. *The budget proposed by the current sitting board serves as a recommendation for the next board, it has no binding effect.
2.4.7. The incoming board retains full authority to revise and plan the budget according to its priorities and needs.
2.4.8. Because DION is an organization that represents the entire community of temporary scientific staff at NTNU,

a. The composition of the board should reflect the diverse faculties across the university (Should there be enough candidates to contest).
b. the board shall include at least one member from Ålesund, one member from Gjøvik, and two members from Trondheim, provided that suitable candidates are available.
c. It is also a goal of the organization to achieve a good gender and ethnicity balance between the members of the board if possible.
d. Board members (including the president) are elected for one (1) year at a time.

2.4.9. All doctoral candidates, postdocs or other temporary scientific employees (i.e., employees with temporary research contracts) at NTNU who have at least one (1) year employment remaining and a contract of no less than 50% are eligible as candidate for board election.
2.4.10. Candidates who have reserved themselves from being represented by DION may not be elected to the board.

2.4.11. The DION board should try to have at least one, but ideally two, native or fluent Norwegian speakers (level 3 at NTNU approved, Bergenstest or B2 or equivalent).

a. If this is not the case, DION board will appoint some of their members to represent the interests of temporary scientific employees in different committees and councils where Norwegian proficiency is required.

2.5. The election procedure

2.5.1. Elections for the DION's president, vice president and board members may be held at the annual general meeting, or the sitting board may decide on the length of time the election and can extend beyond the end of the annual general meeting (by any amount of time or days they may see necessary).

2.5.2. The election is announced together with the annual general meeting.

a. Ideally, candidates are announced before the general meeting, but candidates can be nominated during the meeting itself.

b. By default, all candidates will be considered for board member positions.

c. A candidate who gets the highest number of votes will automatically become the president, and the 2nd highest, the deputy president.

d. All other candidates from the person who will get the 3rd position to the 8th will be board members.

2.5.3. All candidates must deliver a 3-minute presentation followed by a Q&A session during the Annual General Meeting.

a. Presentations can be made either in person or online.

b. The use of PowerPoint slides is optional, candidates are free to present with or without slides, in a stand-up format or otherwise, as they prefer.

c. Failure to present in either format will result in disqualification from the election process.

2.5.4. Submitting a pre-recorded video as a substitute for a live presentation at the AGM is only available under exceptional circumstances.

a. Candidates who are unable to present must contact the board at least one week before the AGM to request an exemption.

b. Each request will be reviewed on a case-by-case basis.

c. The board will use its discretion to determine whether a pre-recorded presentation is acceptable, based on the specific circumstances.

2.5.5. A president & vice president and a minimum of three and maximum of six board members must be elected.

2.5.6. The sitting DION board administers the election.

2.5.7. DION members who are running for re-election should not be part of the election administration.

4.5.8. The results of the elections in the form of a list of all candidates and the corresponding number/percentage of votes should be made publicly available within 4 weeks after the AGM for transparency of the election process.

2.6. Extraordinary general meeting

2.6.1. An extraordinary general meeting can be held if three (3) board members, or the smaller number of 100 representatives or 5 percent of the doctoral candidates, postdocs and other temporary scientific employees (i.e., employees with temporary research contracts) request this.

2.6.2. The announcements should be made according to the normal procedures for the annual general meeting.

a. Such a meeting should not treat any other cases than those part of the announced agenda.

2.7. Board

2.7.1. The DION board is responsible for the daily management of DION between the annual general meetings, as well as for preparing the required documents for the annual general meeting. These documents shall consist of:

a. A statutes change proposal

b. An annual report of DION's activities

c. The current financial state, budget and proposed budget

d. An activity plan proposal for the coming board period

e. Election procedures

Proposed clause

2.7.2 Removal, Replacement and Appointment, of Board Members

a) The Board may call for interim elections between Annual General Meetings to replace or appoint additional board members if deemed necessary. Such elections shall follow the same procedures as outlined in paragraph 2.5 governing the annual election process.

b) A motion of no confidence may be brought against any board member who fails to perform the duties and responsibilities for which they were elected. Such a motion shall be submitted in writing by at least one (1) board member and shall be tabled for discussion at the next duly convened board meeting.

c) A decision to remove a board member following a motion of no confidence shall require the affirmative vote of a simple majority, defined as fifty percent (50%) plus one (1) of the current board members.

d) Upon removal, the board member shall immediately forfeit all rights, privileges, and benefits associated with DION Board membership, including, but not limited to, financial compensation, entitlements, and any extension of term or position benefits.

e) In the event that a board member is removed within six (6) months from the commencement of the board's term:

i. The individual who was ranked ninth (9th) in the most recent DION Board election shall be invited to fill the vacant position, provided that the individual is still available and consents to serve.

ii. Should the aforementioned individual be unavailable or unwilling to serve, the Board shall continue to operate with the remaining members, and no further replacement shall be sought.

f) In the event that a board member is removed Six (6) months or more after the commencement of the board's term, the Board shall continue to operate with the remaining members, and no replacement shall be appointed.

g) The DION Board retains the authority to nominate representatives to sit on committees, councils, and in meetings where DION representation is required.

2.8. Board meetings

2.8.1. DION board meetings should be announced no later than one (1) week before the meeting is held, including the agenda.

2.8.2. Board meetings in DION are open to all doctoral candidates, postdocs, and other temporary academic employees at NTNU, union representatives and student representatives.

2.8.3. Some parts of the meeting might only be open for the board and explicitly invited representatives, for example, in relation to personnel matters.

2.8.4. The board meetings should be announced on the website, in social channels, on Innsida, and in DION's newsletter.

2.8.5. Monthly board meetings should be held hybrid (in person at each campus in person and online to connect members between the NTNU campuses).

2.8.6. In case board members are located in different cities, it is recommended that one of the meetings during the entire board period (recommended to be held no later than half of the board period) be held in person for team building purposes.

2.8.7. Minutes of the meeting shall be published no later than three (3) weeks after a meeting is held.

2.8.9. A minimum of three (3) board members, including either the president or the vice president, must be present during any board meeting to make valid decisions.

a. If a board member cannot attend a monthly meeting, he/she should notify the president (vice president).
b. A repeated unexcused absence (at least 3 times) can be a reason to expel the member from the board.

2.9. Sub-chapters of DION

a) 2.9.1. Sub-chapters of DION can be established at the different faculties if this is expedient. a. Any sub-chapter of DION should work with specific local agendas, for example:
   - Issues on teaching and subjects
   - Representation in faculty or department committees
   - Social environment and integration strategies

b. Sub-chapters are free to decide how they want to organise themselves and their activities.

2.10. Change in statutes

2.10.1. Changes in the statutes must be approved during the annual general meeting.
2.10.2. Approval requires that a 2/3 majority of the attending representatives at the AGM supports the proposed change.