

Annual Report

January - December 2025



The Interest Organization for
Temporary Scientific Employees at NTNU

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Summary

This report provides a comprehensive overview of DION's activities from January to December 2025. 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 2026, along with recommendations for the incoming board.

Board overview

The board for the period from January to December 2025 was elected following DION's elections, which commenced during the Annual General Meeting (AGM) on December 5, 2024. The election results were announced on December 9, 2024, and the new board convened for a transition meeting on Monday, December 10, 2024. The composition of the board is shown in Table I.

The election for the 2026 board is set to take place on November 21st, 2025, with results to be announced on December 2nd, 2025, and the transition meeting scheduled for December 5th, 2025.

Table I: DION Board members for the period of January 2025 to December 2025.

Name	City	Affiliation	Position
Xiaoran Gao	Trondheim	MH-KINS	PhD, President
Diana Giovanni Magnano	Ålesund	ØK-IIB	PhD, Vice President
Alireza Norouziasas	Trondheim	IV – IBM	PhD, Board member
Olga Usachova	Trondheim	HF - KULT	Postdoc, Board member
Bitu Panahi	Gjøvik	CL-IDI	PhD, Board member
Themba Baloyi	Ålesund	IV-IHB	PhD, Board member
Shrabanati Kundu	Gjøvik	ISA-IDI	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 of DION board meetings between January 2025 to December 2025.

Date	Type of meeting	Form
10.12.2024	Transition meeting with board 2024	Hybrid
16.01.2025	Task division for board 2025	Digital
07.02.2025	Board meeting	Digital
25.03.2025	Board meeting	Physical
24.04.2025	Board meeting	Digital
17.06.2025	Board meeting	Digital
16.05.2025	Board meeting	Digital
29.08.2025	Board meeting	Digital

09.09.2025	Board meeting	Digital
10.10.2025	Board meeting	Digital
07.11.2025	Board meeting	Digital
21.11.2025	Annual general meeting & Election for board 2026	Hybrid
05.12.2025	Transition meeting with board 2026	Hybrid

The DION board established the task distribution among its members during the meeting on January 16, 2025, 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.*

Name (by alphabetical order)	Main area of contribution
Alireza Norouziasas, Ordinary board member	Responsible person for Grants, Cooperation with NIRS, and organization of events in Trondheim,
Bitu Panahi, Ordinary board member	Cooperation with unions, organization of events in Gjøvik
Bhanu Shrestha, ordinary board member	Cooperation with unions, organization of events in Gjøvik, responsible for grants and organization of event in Gjøvik
Diana Giovanni Magnano, vice president	Responsible for representing DION in both the Research Council and the Innovation Council and stepping in when the President is unavailable.
Themba Baloyi, Ordinary board member	Responsible for meetings, 2nd responsible for grants and organization of events in Ålesund
Olga Usachova, Ordinary board member	Cooperation with unions, organization of events in Trondheim
Shrabanti Kundu, Ordinary board member	Event Organising, enquiries, and updating social media.
Xiaoran Gao, President	Leader of DION, Coordinator of the event across three campus, Cooperation contactor and coordinator, Event organizer and host in Trondheim, DION social media and platforms management and updates

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

Activities name: DION Sauna Event

Description: As the spring is coming, DION invites our members to relax and unwind with a sauna session at HAVET in Trondheim! Social and relaxing afternoons with each other.

Date: March 22, 2025

Number of participants: 12

Planning: Alireza, Xiaoran

Hosting: Xiaoran



Free movie screening of Sulis 1907, DION in cooperation with Forskerforbundet

Description: Sulis 1907 is a story about workers fight for justice and serves as a significant reminder of how the Norwegian labor market has evolved over time. The story is inspired by real events and portrays the working conditions in the mining community in Sulitjelma, characterized by hazardous working conditions and severe underpayment. The film contributes to illustrating what Norwegian labor life was like before the establishment of collective agreements.

Place: Nova cinema, Trondheim

Date: March 31, 2025

Number of participants: 35

Planning: Olga, Xiaoran

Hosting: Olga, Xiaoran



Pizza seminar for temporary employees DION in cooperation with Forskerforbundet

Description: We invited all temporary scientific staff at NTNU to a seminar about the Nordic model and your rights as an employee. The seminar gave insight about unions and more specific the Norwegian Associate of researchers (Forskerforbundet) role in Norway and at NTNU.

Date: April 02, 2025

Number of participants: 40

Planning: Olga, Xiaoran

Hosting: Olga, Xiaoran



DION Career Day: Navigating Job opportunities in Norway

Description: DION has invited Dr. Martin Bjerke and Dr. Yaolin Ge, who recently completed their PhD and successfully transitioned from academia into industry. They will share their experiences and practical advice that can make a difference in the job hunt:

Insights on navigating job opportunities in industry.

Experience sharing transitioning from academia to industry, and key factors to focus on during the hiring process.

Date: 24th of April

Number of participants: 80 from 3 campus

Planning: Xiaoran

Hosting: Xiaoran, Themba, Bahanu



Startup Migrant cooperation

Description: from April 25–27, DION teamed up with Startup Migrants for a 3-day crash course in entrepreneurship. It was an energizing and empowering experience, especially for early-career researchers and temporary employees looking to grow and thrive.

Over the course of the program, participants: Heard real stories from founders about the ups and downs of starting a business. Got a crash course on the legal side of launching a company in Norway. Learned how to take an idea and start building it into something real. Picked up practical advice on how (and where!) to get started.

Date: 25th –27th of April

Number of participants: 25

Planning: Xiaoran

Hosting: Xiaoran



Seaweed Foraging

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

Date: 3rd, 4th of May

Number of participants: 28

Planning: Olga, Xiaoran, Alireza

Hosting: Olga, Xiaoran

Reimbursement: Alireza



Pizza seminar for temporary employees DION in cooperation with Tekna

Description: We invited all temporary scientific employees to attend an informative seminar about the union of Tekna. Representatives of the union walked participants through the advantages of union membership and how it can benefit members both now and in the future.

Date: 7th May, Trondheim

Number of participants: 30

Planning: Olga, Xiaoran

Hosting: Olga, Xiaoran, Alireza



Edible Plant Tour

Example: 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 positive.

Date: 22nd of May, 15th of June

Number of participants: 27

Planning: Xiaoran, Olga, Alireza

Hosting: Xiaoran

Reimbursement: Alireza



Thriving in Academia: Facing Impostor Syndrome & Navigating Academic Life in Norway

As the new semester begins, many of us are stepping into new roles, projects, or even countries. While this can be an exciting time, it often comes with uncertainty, self-doubt, and pressure to “prove ourselves”, feelings that are especially common in academia, yet rarely talked about openly.

To help shed light on these shared challenges, DION warmly invited a special guest to talk by Marius Korsnes. This talk explores challenges faced by temporary academic staff. Drawing from both research and experience, Marius provides practical insights and strategies for recognizing impostor syndrome, caring for mental well-being, and building confidence in your academic journey.

This event has been follow-up and reported by Universitetsavisa:

<https://www.universitetsavisa.no/dion-doktorgradstipendiater-midlertidig-ansatte/mange-i-akademia-kan-fole-at-de-ikke-er-smarte-nok/436436>

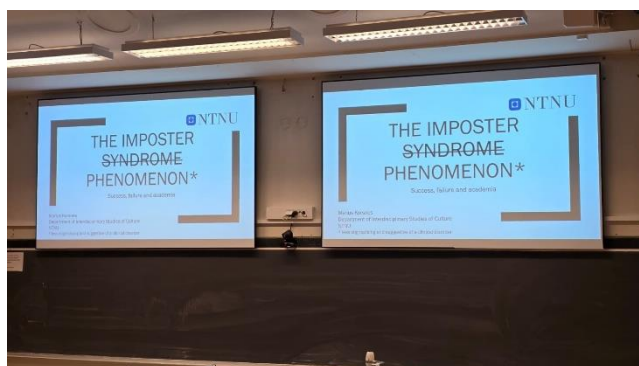
Date: 21st of August

Number of participants: 46

Planning: Xiaoran

Hosting: Xiaoran

Reimbursement: Xiaoran



Nidar Chocolate Factory Tour

In May 2025, DION, in collaboration with NIRS, organized a series of guided visits to the Nidar Chocolate Factory in Trondheim — a beloved and historic name in Norwegian confectionery. The visit aimed to offer PhD candidates and researchers a unique opportunity to explore one of Norway's most iconic chocolate producers while enjoying a delightful and social break from academic work.

Three separate time slots, and 30 spots were available for each session. Highlights of the tour included: A walk-through of the production line/Insights into the history of Nidar and its popular products/A live demonstration of how chocolates are crafted/Generous samples of freshly made treats

Participants expressed great enthusiasm for the experience, enjoying both the educational aspect and the sweet samples. Events like this not only offer a break from academic routines but also strengthen the community of doctoral and research students in Trondheim.

Date: 14th of May, 21st of May

Number of participants: 90

Planning: Alireza, Xiaoran

Hosting: NIRS, Alireza

Cooperation: NIRS



Kalvskinnet museum (Summer Grant winner)

The Dion-sponsored activity on the 24th of June was a success. We met at 16.00 after work to have food together. It was nice to start the evening like this. After the food, we met in front of the university museum for our tour around Kalvskinnet and were joined by some more PhD students.

The tour was guided by a lovely guide who did the tour both in English and Norwegian. We got to know more about the “bloody” history of Kalvskinnet, when it comes to slavery, the Second World War, mental hospitals, witch burns, and jails. Despite the rainy weather, we had an informative and social evening.

Date: 24th of June

Number of participants: 12

Planning: Fenna Verkerk, Alireza, Xiaoran

Hosting: Fenna Verkerk, Xiaoran

Reimbursement: Alireza



Ph.D. and Postdoc Career and Writing Workshop (Summer Grant winner)

This was the second consecutive year the workshop was held to strengthen our research community, foster peer learning, and connect with Ph.D. alumni for career insights in both academia and industry. Thanks to financial support from DION, we were able to provide participants with pizza, coffee, and cake during the workshop.

Key Takeaways

1. High-Impact, Low-Cost Initiative

The seminar was self-organized by Ph.D. candidates and postdocs. We successfully secured external funding and utilized a free NTNU venue, demonstrating strong initiative and resourcefulness with minimal institutional support.

2. Unique and Unmet Needs Addressed

The program covered topics not typically offered through NTNU's standard formats, including science communication, figure design, and career transition. We highlight a gap in current offerings that this format effectively fills. Our initiative is getting picked up by the IØT Ph.D. seminar.

3. Opportunities for Strategic Partnerships

Future iterations could benefit from deeper collaboration with industry (e.g., hiring managers from corporations similar to Bedriftpresentasjoner and/or NTNU's corporate partners) and internal units like TTO or DION to enhance relevance and reach.

4. Productive writing sessions:

The writing sessions were well-received, especially the innovative buddy system where



goals were shared in advance and outcomes discussed afterward. Date: 22st of August City: Trondheim Number of participants: 12 Planning: Fenna Verkerk, Sara Maryami Hosting: Fenna Verkerk, Sara Maryami Reimbursement: Alireza	
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Bowling night event

On August 19, 2025, DION organized a Bowling Event at Centrum Bowling, Trondheim. The event took place from 15:30 to 18:00 and gathered a lively group of participants, including PhD candidates and postdocs from across NTNU.

In addition to bowling, participants enjoyed free pizza, which created a relaxed and welcoming atmosphere for socializing and networking. The combination of food, fun, and friendly competition made the evening both engaging and memorable.

Thanks to DION's sponsorship, the event was free of charge, encouraging a diverse mix of attendees, from experienced bowlers to first timers. Participants highlighted the value of connecting with fellow researchers outside the academic setting, and the event successfully fostered community spirit and strengthened ties within the NTNU research community.

Date: 19th of August

Number of participants: 14

Planning: Alireza

Hosting: Alireza

Reimbursement: Alireza



Mushroom foraging event

NIRS and DION co-organized three guided mushrooming fieldtrips around Trondheim on 27 August, 9 September, and 16 September 2025. Each outing lasted 1.5–2 hours, starting at 16:00 or 17:30, with meeting points close to public transport.

The trips focused on safe foraging and basic mushroom identification, offering newcomers to NTNU a welcoming introduction to local nature. Due to limited group sizes, newcomers received priority. In total, around 60 participants joined the three field trips.

The events were well-received, creating opportunities for outdoor learning, social interaction, and community building. Participants were encouraged to continue exploring with local resources, including the Trondheim Mushrooms & Edibles webpage

Date: 27th of August, 09th and 16th September

Number of participants: 60

Planning: Alireza and Xiaoran

Hosting: Alireza and Xiaoran



Digital Decluttering workshop

DION hosted the Digital Declutter for Focus & Flow Workshop, led by Ha Nguyen from Ryddegledde AS.

The session started with reflections on our own workstations and introduced the KonMari method, before diving into practical decluttering of files, emails, apps, and meetings. We were reminded how both digital and physical decluttering can help us protect our energy, stay focused, and maintain a more organized and balanced workday.

Date: 3rd of September

Number of participants: 29

Planning: Xiaoran

Hosting: Xiaoran & Olga



Work and Mental Health Seminar

DION's Work & Mental Health seminar, organized in collaboration with NTNU's Occupational Health Service.

Tanja Lenita Klemets led an open and insightful conversation on the realities of being a temporary research employee at NTNU. It covers mental and psychosocial health, as well as when and where to seek support.

Date: 1st of October

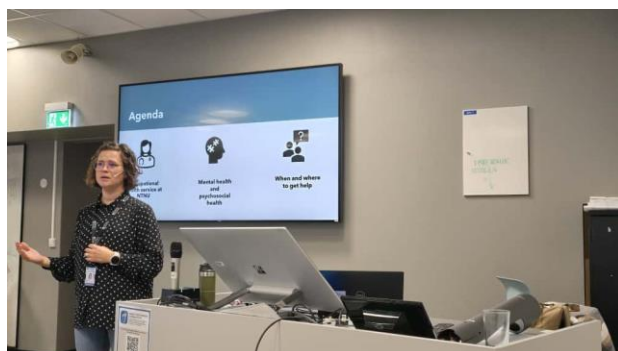
Number of participants: 16

Planning: Xiaoran

Hosting: Xiaoran

Number of participants: 16

Cooperation: NTNT's Occupational Health Service



Cold-Water Bathing for Stress Relief and Winter Wellness

On October 5th, we organized a refreshing cold water bathing event. It was a perfect mix of nature, connection, and courage, and a great way to welcome the new season together.

After a warm-up in the forest with beautiful autumn colors, participants took a brave dip in the cold water, followed by delicious cappuccinos and cozy conversations.

The event was organized and hosted by DION and Natalya Amirova (volunteer). Her guidance made this wonderful afternoon possible.

Date: 5th of October

Number of participants: 13

Planning: Natalya & Xiaoran

Hosting: Natalya & Xiaoran

Number of participants: 13

Volunteer: Natalya Amirova



Verdensdagen for psykisk helse

October 10th is World Mental Health Day, and it is important to raise awareness of mental health and strengthen resilience in our workplaces.

Early-career researchers often face high levels of stress and job insecurity, and it is crucial for academia to acknowledge the challenges and create supportive environments.

DION set up stands together with safety representatives at NTNU, Sittrondheim, fontenehus ettrondheim, and studenttinget at Gløshuagen and Dragvoll campus. Together, we aim to foster openness, care, and support for the wellbeing of all who work and study at NTNU.

Date: 10th of October

Planning: Xiaoran

Hosting: Olga & Xiaoran



DION Flower Painting Workshop with Artist Yinlin Kong

DION hosted 2 wonderful Tuanshan Flower Painting Workshop led by artist Yinlin Kong, offering participants a unique opportunity to explore traditional Chinese painting and the symbolic meanings of flowers in Chinese culture.

With Yinlin's guidance, participants learned traditional techniques and created their own artworks on Xuan paper fans (Tuanshan), combining creativity, relaxation, and cultural exploration.

Date: 12th of November, 6th of December

Planning: Xiaoran

Hosting: Xiaoran

Number of participants: 100



DION Seminar: How Safety Representatives (Verneombud) Safeguard Wellbeing and Fairness at NTNU

DION cooperates with Gerd Inger Setrom, Safety Representative (Vara Hovedverneombud) at NTNU, who will share her insights on the important role of safety representatives (Verneombud) in creating a healthy and fair working environment.

The main task of a safety representative is to represent staff in matters concerning health, safety, and the environment (HSE) and to protect their interests in such matters. Safety representatives play a key role in prevention and health-promoting work.

Due to low registration, we put this event next spring.



Working Environment in Focus: How Safety Representative (Verneombud) Safeguard Wellbeing and Fairness at NTNU

Seminar Topics:

- The main tasks and responsibilities of safety representative.
- Whether employees can safely seek help or advice from a safety representative.
- The purpose and function of NTNU's working environment survey, and related insights.
- The independence of safety representative, whether they come from administrative or academic positions, and how fairness and balance can be maintained in the role.

Time & Location:

- 25 November 2025
- 16:00–17:00
- Hovedbygningen, Room H1, Gløshaugen

We look forward to welcoming you to this seminar and encourage you to bring your questions for the discussion.



Gerd Inger Sætrum
Safety representative(hovedverneombudet) at NTNU



Please register your attendance.

DION from grain to glass; the home brewing survival guide for overworked academics

The “From Grain to Glass” seminar was successfully held on 28 November from 15:30 to 16:30, organized by DION Trondheim. The event aimed to introduce participants to the basics of home brewing in a light-hearted and accessible way, especially tailored to early-career researchers adjusting to Norway’s cold winters and high beer prices. Pizza was served during the session, which contributed to a warm and inclusive environment and encouraged discussion. Feedback from participants was positive, noting that the seminar was both informative and enjoyable. Many expressed interests in attending similar workshops in the future, including follow-up sessions on brewing or other hobby-based stress-relief activities.

Date: 28th November

Planning: Alireza

Hosting: Alireza, Xiaoran

Number of participants: 26



DION Tennis Training course

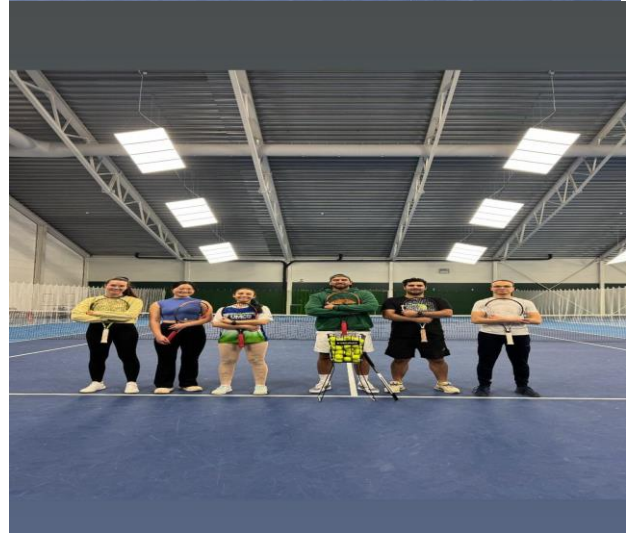
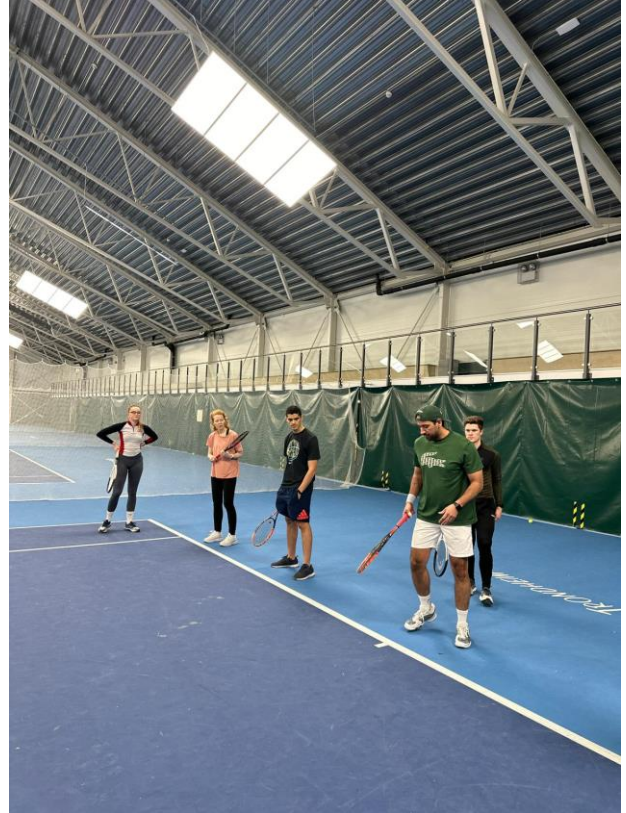
The DION Trondheim tennis course was successfully organized over three days, from 29 November to 1 December. The event offered two groups per day, allowing participants to join according to their schedule and skill level. Each session lasted 90 minutes and included warm-up, basic technique training, and guided practice games. The sessions focused on fundamental tennis skills such as grip, forehand, backhand, and serving techniques. The instructor also tailored exercises to accommodate both beginners and more experienced players. Feedback from participants indicates that the combination of structured practice and friendly matches made the course enjoyable and motivating.

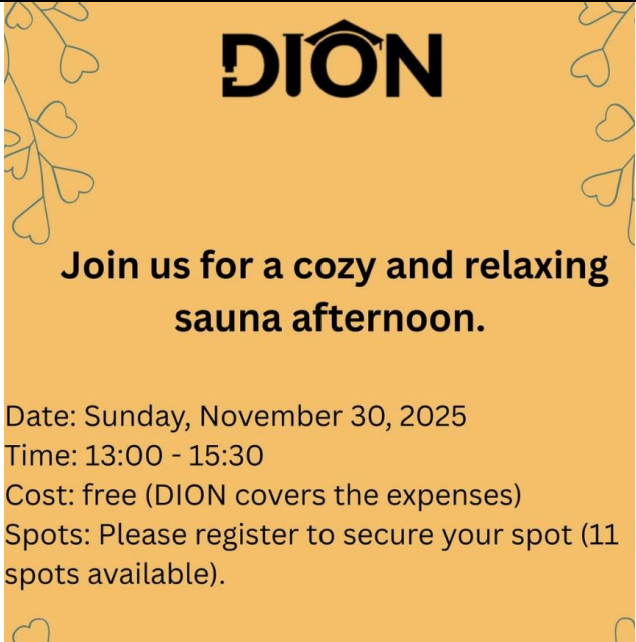
Date: 29th, 30th November, and 1st December

Planning: Alireza

Hosting: Alireza

Number of participants: 11



DION Winter Sauna Description: As the spring is coming, DION inviteed our members to relax and unwind with a sauna session at HAVET in Trondheim! Social and relaxing afternoons with each other. Date: 06th of December Planning: Xiaoran Hosting: Xiaoran Number of participants: 12	 DION Join us for a cozy and relaxing sauna afternoon. Date: Sunday, November 30, 2025 Time: 13:00 - 15:30 Cost: free (DION covers the expenses) Spots: Please register to secure your spot (11 spots available).
DION Christmas Movie Night Description: As Christmas is coming, DION inviteed our members to relax movie night in Trondheim! DION hosted a festive Christmas Movie Night with two holiday films, sweet treats, and lots of good vibes! Social and relaxing afternoons with each other. This event also served as a hands-on experience for the new board members — from event planning and in-person hosting, to gaining familiarity with DION’s workflows and collaborative environment. Date: 16th of December Planning: Xiaoran, Giacomo, Marcus Hosting: Xiaoran, Giacomo, Marcus Number of participants: 32	 A group of approximately 15 people are standing behind a long table set up for an event. The table is covered with a white cloth and has various items on it, including bottles, cups, and small food items. In the background, there is a large screen displaying a festive Christmas scene with trees and lights.

Gjøvik

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

Streaming of "Must Everyone Speak Norwegian" This was the first event in Gjøvik. The language policy committee at NTNU organized an open event on the use of Norwegian and English at NTNU. The event was streamed online at campus Gjøvik. Date: 15th of January Planning: Bhanu, Bitu Hosting: Bhanu, Bitu Number of participants: 5	
International Movie Night #1 In DION Gjøvik we decided to have international movie nights. For the first event of this series, multiple movies from Asia were chosen, and people voted for the one they preferred. The winner was “Godzilla minus one, minus color”, and more than 14 people joined the event. Date: 24th of January Planning: Bhanu, Bitu, Shrabanti Hosting: Bhanu, Bitu, Shrabanti Number of participants: 17	
Board Game Night #1 We sat down to play <i>Muffin Time</i>... and three minutes later, it was pure chaos, laughter, and dramatic victories. Ten players, infinite fun! Date: 7th of February Planning: Bhanu, Bitu, Shrabanti Hosting: Bhanu, Bitu, Shrabanti Number of participants: 10	

International Movie Night #2

For the second international movie night, the movie “The Hunt” from Denmark was selected by people. We gathered at S206 and enjoyed an evening watching the movie. Of course, there were lots of snacks and pop corns. We were fully equipped for a movie night.

Date: 28th of February

Planning: Bhanu, Bitu, Shrabanti

Hosting: Bhanu, Bitu, Shrabanti

Number of participants: 10



Festival of Colors: Holi (In collaboration with ISU)

Even the cold couldn't stop the warmth of friendship, laughter, and colors that painted our day. Here's to a Holi that brightened our hearts as much as our faces! More than 10 people joined the event, some with their family members, and it was a great collaboration between DION and ISU.

Date: 15th of March

Planning: Bhanu, Bitu, Shrabanti

Hosting: Bhanu, Bitu, Shrabanti

Number of participants: +15 (in collaboration with ISU + PhDs and Postdocs with their families)



Bonfire Night (In collaboration with ISU)

Another fun evening in collaboration with ISU, having bonfires and puzzles!

Date: 28th of March

Planning: Bhanu, Shrabanti

Hosting: Shrabanti

Number of participants: +12 (in collaboration with ISU)



Board Game Night #2

People joined, and we enjoyed an evening playing code names in Norwegian. We got some help for translating the words, so it was a fun event mixed with learning Norwegian and playing a game. Attendees enjoyed the fun game, snacks, and a welcoming venue just to have a chat and unwind after a hectic week.

Date: 4th of April

Planning: Bhanu, Bitu, Shrabanti

Hosting: Bhanu, Bitu, Shrabanti

Number of participants: 10



Laser Tag #1

The laser tag event quickly became a favorite among participants. Fourteen people joined us at Bowling1 in Gjøvik for three thrilling rounds that combined teamwork, laughter, and plenty of friendly competition.

Date: 11th of April

Planning: Bhanu, Bitu, Shrabanti

Hosting: Bhanu, Bitu, Shrabanti

Number of participants: 15



Shut Up & Write #1 [Grant event]

Nine 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. This was a grant event.

Date: 7th of April

Planning: Davit

Hosting: Davit, Bhanu, Bitu, Shrabanti

Number of participants: 9



Shut Up & Write #2 [Grant event]

Second event of the SU&R events. Six people joined. Upon request, we decided to extend the event to three hours, and participants were happy with it. Thanks to Davit who organized these two events.

Date: 14th of April

Planning: Davit

Hosting: Davit, Bhanu

Number of participants: 6



DION Career Day: Navigating Job Opportunities in Norway

The seminar was held in Trondheim, and we had an online streaming in Gjøvik.

Date: 24th of April

Planning: Bhanu, Bitu

Hosting: Bhanu, Bitu

Number of participants: 6



Understanding Norwegian Tax System

The tax system can always be confusing, especially if you are in a new country and getting familiar with new rules. Thanks to Katrine Rennan, the senior executive officer HR at IIK, we got a better and clearer understanding of the tax system in Norway.

Date: 25th of April

Planning: Bhanu, Bitu, Shrabanti

Hosting: Bhanu, Bitu

Number of participants: 12



Shut Up & Write #3

The third event of this series, and it's a popular event! Again, we had a 3-hour session. Seven people joined for a productive afternoon.

Date: 5th of May

Planning: Davit

Hosting: Davit, Bhanu

Number of participants: 7



Pizza Seminar with Forskerforbundet

In collaboration with Forskerforbundet, we had a pizza seminar and learned more about our rights as employees, and the benefits we can have as a member of a union.

Date: 20th of March

Planning: Bitu

Hosting: Bhanu, Bitu, Shrabanti

Number of participants: +10



Pizza Seminar with Tekna

In another collaboration with a union, this time, Tekna, we went through the history of unions in Norway, and how can we benefit from our memberships, both now and in the future.

Date: 6th of May

Planning: Bitu

Hosting: Bhanu, Bitu

Number of participants: 20



Norwegian Movie Night – In celebration of Norway’s National Day!

17th of May is the national day in Norway, and we decided to watch a Norwegian movie. The movie “Elling” got the highest votes, and we were really glad about it because this is a great movie. Highly recommended.

Date: 16th of May

Planning: Bhanu, Bitu

Hosting: Bhanu, Bitu

Number of participants: 4



Board Game Night #3

On a hot, summer afternoon, we gathered to have another board game night by DION. More than 8 people joined, and we enjoyed playing code names all together!

Date: 7th of July

Planning: Bhanu, Bitu, Shrabanti

Hosting: Bhanu, Bitu, Shrabanti

Number of participants: +8



Volleyball and Ice Cream

It’s summer, what’s better than gathering and playing volleyball, AND having ice cream? More than 10 people joined the event, and it was a joyful one.

Date: 25th of July

Planning: Bhanu, Shrabanti

Hosting: Bhanu, Shrabanti

Number of participants: +10



Skibladner

Let's go from Gjøvik to Hamar, but this time, on a cruise! Skibladner is the only paddle steamer operating in Norway, it sails on lake Mjøsa ([Link](#)). More than 15 people joined this event, and we were lucky enough to have a delightful sunny day and enjoy this unique experience.

Date: 9th of August

Planning: Bhanu, Bitu, Shrabanti

Hosting: Bhanu, Bitu, Shrabanti

Number of participants: 14



Totenbadet

It's the last week of the summer holidays, and the best way to get the most out of it is to go for a swim and do some fun water activities. More than 15 people joined this event that was held at Totenbadet in Raufoss. More events like this are needed in the future indeed.

Date: 13th of August

Planning: Bhanu, Bitu, Shrabanti

Hosting: Bhanu, Bitu, Shrabanti

Number of participants: 16



Board Game Night #4 and Movie Night

Another round of board games, and this time, in collaboration with ISU. Many people joined and we enjoyed playing various games followed by a movie night. For the movie night, we watched "Bølgen" which is a Norwegian movie. If you are interested in disaster movies, this is a recommended one.

Date: 22nd of August

Planning: Bhanu, Bitu, Shrabanti

Hosting: Bhanu, Bitu, Shrabanti

Number of participants: +20 (In collaboration with ISU)



Mirror Conference

Eleven people joined the mirror conference event, and they were in four groups of two, and one group of three, presenting each other's work. The event highlighted the importance of cross-disciplinary and popular communication of science.

DION served sushi, which turned out to be very popular, and drinks. The event lasted three hours.

Date: 4th of September

Planning: Bhanu, Bitu, Shrabanti

Hosting: Bhanu, Bitu, Shrabanti

Number of participants: 11



Bowling and Karaoke

With 18 participants, this event turned out to be one of our most successful ones! We spent an enjoyable evening at Sveve in Gjøvik, combining bowling, music, and lots of laughter.

Date: 20th of September

Planning: Bhanu, Bitu, Shrabanti

Hosting: Bhanu, Bitu, Shrabanti

Number of participants: 18



Shut Up & Write #4

The fourth round of Shut Up & write with 5 people in three hours. This is one of the most productive events according to the participants, with many delicious snacks!

Date: 24th of September

Planning: Davit

Hosting: Davit, Bhanu

Number of participants: 5



Laser Tag #2 As one of the popular events held by DION, we decided to have another laser tag event. 14 people joined us at Bowling1 in Gjøvik, and we played two rounds of laser tag. Date: 4th of October Planning: Bhanu, Bitu, Shrabanti Hosting: Bitu, Shrabanti Number of participants: 14	
The Great Autumn Funfair in Gjøvik [Grant event] We had a great afternoon of fun, creativity, and good company. This event included some creative activities such as painting and art crafts. We had a speed-dating style icebreaker, a short talk about SiN by Davit, the best nonsense poster contest, and an autumn quiz! Cakes and lots of snacks were served, and we all enjoyed a cozy evening together. The winners of the best nonsense poster and the autumn quiz got a gift from DION. Date: 7th of October Planning: Davit Hosting: Davit, Bhanu, Bitu, Shrabanti Number of participants: 18	
Spooktober Movie Night Watching at least one horror movie in October is mandatory 😊. We gathered to watch the movie “Heretic” and enjoyed a spooky evening together. Date: 15th of October Planning: Bhanu, Shrabanti Hosting: Bhanu, Shrabanti Number of participants: 18	No Image Provided

Shut Up & Write #5 [Grant event] We think it has been proved now that this event is a popular one. Another round of 3-hour SU&R session. Date: 22nd of October Planning: Davit Hosting: Davit Number of participants: 18	No Image Provided
Pumpkin Carving and Movie Night It is Halloween and we need to carve pumpkins, otherwise, what else should we do? In collaboration with ISU, DION had a pumpkin carving session followed by the movie “Weapons”. The perfect combo for Halloween! 🎃 Date: 28th of October Planning: Bhanu Hosting: Bhanu, Shrabanti Number of participants: +20 (In collaboration with ISU)	
Mental health event DION with SiN grant organized a Mental Health event. Guest speakers talked about mental health, managing stress, and overcoming imposter syndrome, followed by a Q&A session. Date: 12th of November Planning: Shrabanti Hosting: Shrabanti Number of participants: 20	

Winter Movie Night #1 Date: 14th of November Planning: Shrabanti Hosting: Shrabanti Number of participants: 8-10	
Winter Movie Night #2 Date: 19th of November Planning: Shrabanti Hosting: Shrabanti Number of participants: 5	
Secret Santa Date: 4th of December Planning: Bitu, Shrabanti, Olga Hosting: Bitu, Shrabanti, Olga Number of participants: 20	
Padel Date: 10th, 11th, 12th of November Planning: Bitu, Shrabanti, Arsalan Hosting: Bitu, Shrabanti, Arsalan Number of participants: 12	No Image Provided
DION Winter Board Games Equipments Date: 12th December Planning: Shrabanti Hosting: Shrabanti Number of participants: 12	No Image Provided

Ålesund

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

Pizza and Movie Night 1 As the opening of the activities, we organised a movie night for people to socialise and get to know each other. Date: 11 February 2025 Number of participants: 12 Planning: Themba Baloyi Hosting: Themba Baloyi Reimbursement: Themba Baloyi	
Pizza and Movie Night 2nd Edition In response to people's interest, we organised a 2nd movie night for socialising. Date: 20 March 2025 Number of participants: 13 Planning: Themba Baloyi Hosting: Themba Baloyi Reimbursement: Themba Baloyi	
SVIA Sauna 1 We organised a float sauna, an excellent activity for welcoming the upcoming pleasant weather. Date: Number of participants: Planning: Hosting: Themba Reimbursement: Themba	
DION Grant (Pizza and Game night) Date: 02 April 2025 Number of participants: 12 Planning: Ermias Adane Hosting: Ermias Adane Reimbursement: Themba Baloyi	

DION Career Day seminar <i>This event was streamed from Trondheim.</i> DION has invited Dr. Martin Bjerke and Dr. Yaolin Ge, who recently completed their PhD and successfully transitioned from academia into industry. To share their experiences and practical advice that can make a difference in the job hunt: Insights on navigating job opportunities in the industry. Experience sharing transitioning from academia to industry, and key factors to focus on during the hiring process. Date: 24 April 2025 Number of participants: 9 Planning: DION Hosting: Themba Baloyi Reimbursement: Themba Baloyi	No image provided
Pizza and Movie night 3 Date: 11 September 2025 Number of participants: 17 Planning: Themba Baloyi and Trident Hosting: Themba Baloyi and Trident Reimbursement: Themba Baloyi	
Pizza and Game night Date: 01 October 2025 Number of participants: 14 Planning: Themba Baloyi and Trident Hosting: Themba Baloyi and Trident Reimbursement: Themba	

Epic trampoline park (Mental health) GRANT Date: 07 October 2025 Number of participants:12 Planning: Themba Baloyi and Trident Hosting: Themba Baloyi and Trident Reimbursement: Themba Baloyi	
DION Hangout We organised a hangout for DION members who were interested in socialising and catching up. A number of people were interested and they were hosted in one of the restaurants in Ålesund. Date: 07 October 2025 Number of participants: 12 Planning: Themba Baloyi and Trident Hosting: Themba Baloyi and Trident Reimbursement: Themba Baloyi	No Image provided
DION pizza seminar with Tekna (Ålesund) We organised an informative seminar about the union of Tekna. Representatives of the union presented the advantages of union membership and how it can benefit members both now and in the future. Date: 13 May 2025 Number of participants: Planning: DION Hosting: Themba Baloyi Reimbursement: N/A	

DION Pizza seminar with Forskerforbundet We organised an informative seminar about the union of Forskerforbundet. Representatives of the union presented the advantages of union membership and how it can benefit members both now and in the future. Date: 21 August 2025 Number of participants: Planning: DION Hosting: Themba Baloyi Reimbursement: N/A	Not provided
SVIA Sauna 2 As the season was transitioning to winter, DION members asked for a sauna to be arranged for them to have some good time and a break from their studies. Date: 16 October 2025 Number of participants: 10 Planning: Themba Baloyi and Trident Hosting: Themba Baloyi and Trident Reimbursement: Themba Baloyi	
DION Football DION, together with Trident, supports DION members who, every Tuesday, take an hour break and engage their bodies in physical activities. Date: 17 October 2025 Number of participants: 12 Planning: Themba Baloyi and Trident Hosting: Themba Baloyi Reimbursement: Themba Baloyi	
Pizza and Movie night Date: 23 October 2025 Number of participants: Planning: Themba Hosting: Themba Reimbursement: Themba	

Become A Better Communicator DION and Trident organised a Scientific Communication Workshop! For people to learn how to become effective communicators, talk about their research, and be a star! Date: 18 November 2025 Number of participants: Planning: DION and Trident Hosting: Themba Reimbursement: Themba	
Bowling and Laser tag Date: 21 February 2025 Number of participants: 20 registered Planning: Themba Baloyi and Trident Hosting: Themba Baloyi and Trident Reimbursement: Themba Baloyi	Not provided

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 2500 NOK for 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 2025 grants is 24,000 NOK in 3 rounds during Spring, Summer, and Fall, 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 at 2500 NOK.

Spring Grant

DION received 7 grant applications from the cities of 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 4 applicants:

Shut Up & Write #1

Nine 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. This was a grant event.

Date: 7th of April

City: Gjøvik

Number of participants: 9

Event responsible: Davit



Shut Up & Write #2

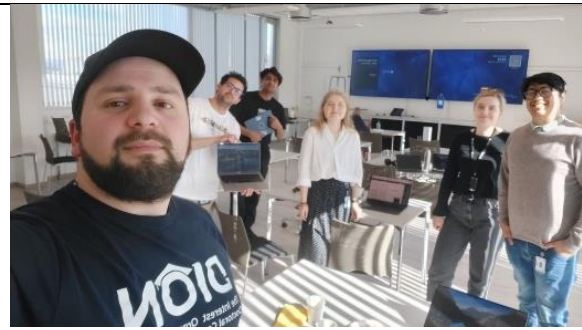
Second event of the SU&R events. Six people joined. Upon request, we decided to extend the event to three hours, and participants were happy with it. Thanks to Davit who organized these two events.

Date: 14th of April

City: Gjøvik

Number of participants: 9

Event responsible: Davit



Pizza and Game Night

We are seeking funding from Dion to host a "Game and Pizza Night" for PhD candidates, postdocs, and other temporary scientific employees at NTNU. The demands of academia, high workloads, tight deadlines, and research pressures can be overwhelming. This event will offer researchers a much-needed break, providing a space to relax, unwind, and connect outside their academic responsibilities.

Our primary goal is to promote well-being, foster connections, and alleviate stress among NTNU researchers. Games encourage strategic thinking and teamwork, while sharing a meal, fosters a welcoming, inclusive atmosphere. By organizing this event, we aim to strengthen the research community at NTNU, enhancing both social interaction and overall work-life balance.

Date: 2nd of April

City: Ålesund

Number of participants:

Event responsible: Ermias



Summer Grant

DION received 2 grant applications from each of the cities of 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 2 applicants:

Kalvskinnet museum visit

The Dion-sponsored activity on the 24th of June was a success. We met at 16.00 after work to have food together. It was nice to start the evening like this. After the food, we met in front of the university museum for our tour around Kalvskinnet and were joined by some more PhD students.

The tour was guided by a lovely guide who did the tour both in English and Norwegian. We got to know more about the “bloody” history of Kalvskinnet, when it comes to slavery, the Second World War, mental hospitals, witch burns, and jails. Despite the rainy weather, we had an informative and social evening.

Date: 24th of June

City: Trondheim

Number of participants: 12

Event planning: Fenna Verkerk, Alireza, Xiaoran

Event responsible: Fenna Verkerk, Xiaoran



Ph.D. and Postdoc Career and Writing Workshop

This was the second consecutive year the workshop was held to strengthen our research community, foster peer learning, and connect with Ph.D. alumni for career insights in both academia and industry. Thanks to financial support from DION, we were able to provide participants with pizza, coffee, and cake during the workshop.

Date: 22nd of August

City: Trondheim

Number of participants: 12

Event planning: Fenna Verkerk, Sara Maryami

Event responsible: Fenna Verkerk, Sara Maryami



Fall Grant

DION received 3 grant applications from each of the cities of 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 3 applicants:

The Great Autumn Funfair in Gjøvik [Grant event]

We had a great afternoon of fun, creativity, and good company. This event included some creative activities such as painting and art crafts. We had a speed-dating style icebreaker, a short talk about SiN by Davit, the best nonsense poster contest, and an autumn quiz! Cakes and lots of snacks were served, and we all enjoyed a cozy evening together. The winners of the best nonsense poster and the autumn quiz got a gift from DION.

Date: 7th of October

City: Gjøvik

Number of participants: 18

Event responsible: Davit



Shut Up & Write #5

We think it has been proved now that this event is a popular one. Another round of 3-hour SU&R session.

Date: 22nd of October

City: Gjøvik

Number of participants: 10

Event responsible: Davit

SHUT UP AND WRITE

Location: A232, GJØVIK

13:00-16:00, Wednesday, October 22



Mental Health Grant

It is the start of the semester and we have got some new PhDs in Ålesund. We want to take the opportunity to host an event to get to know each other and to have some fun. We are going to the EpicAktiv Park and have some fun on the trampolines. This is a nice way to get in contact and get to know each other.

Date: 07 October 2025

City: Ålesund

Number of participants: 12

Event responsible: Swantje Krupp



Financial overview- need to be updated

DION board 2025 had a total budget pool of 150000 NOK, and also, we got a grant from SiN for 5000 NOK, as a result the total budget increased to 155000 NOK. By the time the meeting, 101285 NOK had been used and around 53000 NOK is planned for use for remaining period, as details in Table V.

Table V: DION board's spendings for 2025

Event name	City	Cost (NOK)
DION annual general meeting (AGM)	All campus	
Transfer meeting with new board	All campus	
Streaming of "Must Everyone Speak Norwegian"	Gjøvik	495.50
Board Game Night #1	Gjøvik	649.10
DION Merch Order	All campus	443.00
Pizza and Movie Night	Ålesund	2435.10
International Movie Night #2	Gjøvik	370.00
Festival of Colors: Holi	Gjøvik	495.00
Pizza and Movie Night 2nd Edition	Ålesund	2890.00
Physical Meeting (Flight, Train, Bus, Accommodation, Meals and fees)	Ålesund	4278.08
Spring Grant (Pizza and Game night)	Ålesund	2496.60
Bonfire Night	Gjøvik	734.57
Board Games Night #2	Gjøvik	345.00

Laser Tag	Gjøvik	2400.00
Physical meeting (Flight, Train, Bus, Accommodation, Meals and fees)	Gjøvik	9480.00
Trondheim: Sauna at HAVET	Trondheim	1644.00
Movie screen of Sulis 1907	Trondheim	0.00
Pizza seminar for temporary scientific employees: Forskerforbundet	Trondheim	0.00
Career day seminar	Ålesund	1660.82
Career day seminar	Gjøvik	482.00
Career day seminar	Trondheim	9862.00
Understanding Norwegian Tax System	Gjøvik	318.10
Seaweed foraging (group1)	Trondheim	2187.00
Seaweed foraging (group2)	Trondheim	2187.00
Pizza seminar with Tekna	Trondheim	0.00
Nidar chocolate factory DION &NIRS (group 1)	Trondheim	0.00
Nidar chocolate factory DION &NIRS (group 2)	Trondheim	0.00
Nidar chocolate factory DION &NIRS (group 3)	Trondheim	0.00
Edible plant foraging (group1)	Trondheim	2451.00
Edible plant foraging (group2)	Trondheim	2451.00
Summer Grant: City tour at Kalvskinnet to celebrate the summer	Trondheim	2400.00
Board Games Night #3	Gjøvik	138.70
Thriving in Academia: Facing Impostor Syndrome & Navigating Academic Life in Norway	Trondheim	682.80
Workshop: Digital Declutter for Focus and Flow for temporary scientific employees	Trondheim	4900.00
Totenbadet with DION Gjøvik	Gjøvik	3024.00
Board Game and Movie Night	Gjøvik	613.40
Pizza Seminar with Tekna - DION Gjøvik	Gjøvik	121.60
Norwegian Movie Night	Gjøvik	749.80
Volleyball and icecream	Gjøvik	550.00
Skibladner	Gjøvik	4100.00
Board games and Movie night with ISU	Gjøvik	750.00
Pizza and Movie Night	Ålesund	3050.27
Pizza and Game Night	Ålesund	1510.25
Grant (Epic Park)	Ålesund	2421.00
Pizza seminar with Tekna (Ålesund)	Ålesund	0.00
Pizza seminar with Forskerforbundet	Ålesund	0.00
Hangout with Pizza	Ålesund	1789.00
SVIA Sauna	Ålesund	2800.00
SiN membership	All campus	4636.71
Pizza and Movie night	Ålesund	2891.25
SiN Grant	All campus	-5000.00
DION Football	Ålesund	239.00

DION & NIRS mushroom foraging	Trondheim	0.00
DION & NIRS mushroom foraging	Trondheim	0.00
DION & NIRS mushroom foraging	Trondheim	0.00
Startup Preschool Trondheim	Trondheim	0.00
Bowling Event	Trondheim	2490.00
Nidar chocolate factory DION & NIRS (group 4)	Trondheim	0.00
Nidar chocolate factory DION & NIRS (group 5)	Trondheim	0.00
Sveve Bowling and Karaoke	Gjøvik	2160.00
Mirror Conference	Gjøvik	1541.70
Autumn Arts and Crafts	Gjøvik	530.00
Laser Tag #2	Gjøvik	2786.00
Shut Up and Write	Gjøvik	312.80
Summer Grant_Ph.D. and Postdoc Career and Writing Workshop	Trondheim	2500.00
Halloween movie night- 1	Gjøvik	227.00
Halloween movie night- 2 (with ISU)	Gjøvik	630.00
DION Winter Board Games Equipment	Gjovik	1852
DION Mental Health Betterment Day (SiN Grant)	Gjøvik	4984.00
Secret Santa	Gjovik	2199
Padel	Gjovik	1092

The remaining budget as of the day of writing the report is -53715 NOK. Note that the some events are planned and not included in the expenses table. Moreover, 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 VI. The budget proposed serves as a recommendation for the board in 2025. The incoming board retains full authority to revise and plan the budget according to their priorities and needs.

Table VI: Proposed budget for 2026.

Expenses	City	Amount (NOK)
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

Sum		155000
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*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.

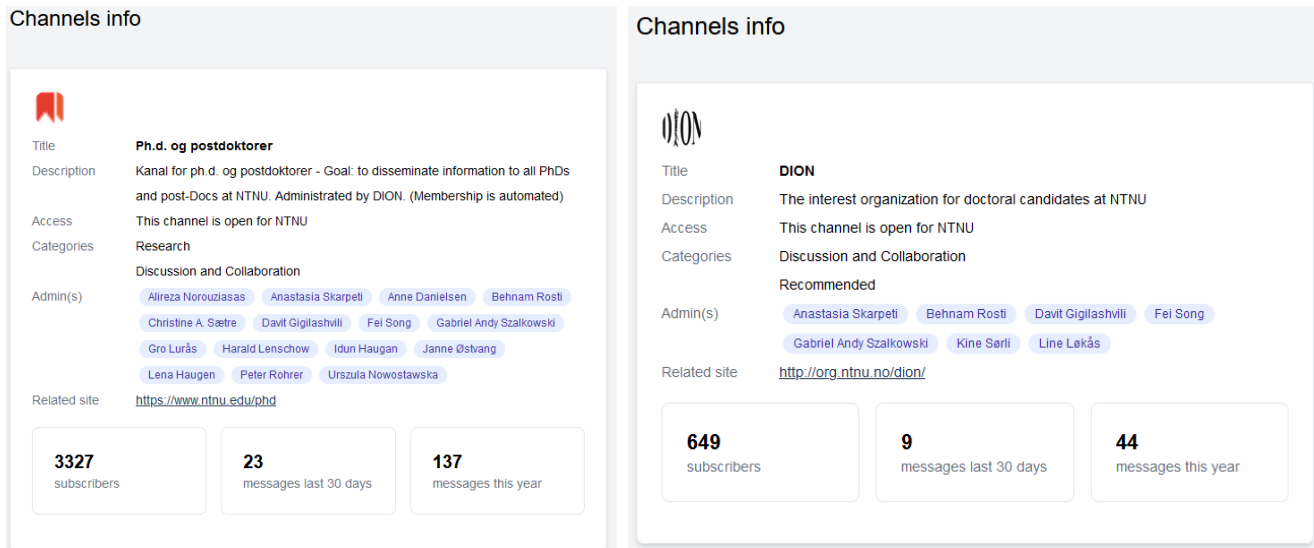


Figure I. Overview of two Innsida channel

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.

- Facebook: <https://www.facebook.com/DION.NTNU>
- Instagram: <https://www.instagram.com/ntnu.dion>
- X: 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.

As of now, DION has 2,011 followers on Facebook, 429 followers on Instagram, 200 on LinkedIn, and 224 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.

The 2025 board uses LinkedIn, and it is recommended for the next board to also use this platform for communications and increasing visibility.

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 2025, 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.

DION collaborations

This chapter will give a summary over the collaborations we've had during the board period 2025. It is important to mention that during the joint events, DION used a 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 2025 board period, several meetings were held with NTNU International Researcher Support (NIRS) to discuss and enhance collaboration. In Trondheim, we successfully co-hosted eight events: three mushrooms foraging trips, five chocolate factory visits.

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 2025 board period, three such meetings were held, including the SiN Annual General Meeting. Themba, Bhanu, Xiaoran and Shrabanti attended in person as DION delegates. During the AGM 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 of 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. One event (Shut Up & Write) was organized by DION Gjøvik that was sponsored by the IDI department. 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 collaborated with the network during Trondheim Pride. It also shared information about the network. This collaboration should continue in the next boarding 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 fee 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 trips and seminars.

Ålesund PhD forum

The PhD Forum aims to connect all PhDs to 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.

Artist: Yinlin Kong

DION has initiated a collaboration with artist Yinlin Kong to offer a painting workshop. The artist provided both the instructional session and all painting materials. Participants enjoyed a creative and engaging experience, combining hands-on artwork with insightful guidance and cultural context.

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 Diana Giovanni Magnano has had this role during the current board period 2025.

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 in 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 continue 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.

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.

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Recommendations for the new board 2026

The board of 2025 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, innsida 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 2025 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 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 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 2026 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 2025 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.

- **Efficient Onboarding and Process Optimization for DION**
Reduce unnecessary internal documentation and streamline working routines. When having DION transition work with the newly elected board members, including a hands-on event-hosting experience, to help them become familiar with DION's work processes and available templates, to improve overall efficiency.
- **Emphasizing DION's Value and Continued Engagement Across Faculties at NTNU**
In addition, we emphasized the importance of DION's role within NTNU and its long-standing contributions to the temporary scientific staff community. Our previous work and initiatives are documented in our project archive and annual reports, and we highlighted the value of continuing presentations across different faculties to introduce DION to newly employed temporary staff.