

OsloMet RISE

Researchers in Short-term Engagement

Statutes

§1 Introduction

§1.1 Scope of Document

This document contains the statutes of **OsloMet RISE – Researchers in Short-term Engagement** (hereafter referred to as “OsloMet RISE” or “the organisation”), the interest organisation for PhD candidates, postdoctoral researchers, and other temporary research employees at Oslo Metropolitan University (OsloMet). See also OsloMet RISE – Purpose for more information about the organisation.

§1.2 Document Version

This document was drafted during the interim period of OsloMet RISE (2026) by the Interim Board, drawing on the statutes of comparable organisations in Norway, as well as the Interim Board Regulations of OsloMet RISE. These statutes were approved by the Interim Board, acting under the extraordinary authority vested in it to facilitate the election process and ensure that all necessary structures are in place prior to the first Annual General Assembly. All subsequent revisions to these statutes shall be made by the General Assembly in accordance with §15.

Document Version: v1.0

§1.3 Previous Governance Documents

Prior to these statutes, OsloMet RISE operated under the Interim Board Regulations adopted by the Interim Board on 30 January 2026. These regulations remain available in the OsloMet RISE archives and may be shared upon request.

§2 Name

§2.1 The name of the organisation is **OsloMet RISE – Researchers in Short-term Engagement** (hereafter referred to as “OsloMet RISE” or “the organisation”). The Norwegian (bokmål) name of the organisation is **OsloMet RISE – Forskere i midlertidig engasjement**.

§2.2 OsloMet RISE is the interest organisation for PhD candidates, postdoctoral researchers, and other temporary research employees at Oslo Metropolitan University (OsloMet).

§2.3 The organisation was formally established at Oslo Metropolitan University and is an independent, ~~non-partisan~~ body.

§3 Purpose

§3.1 OsloMet RISE shall serve as a resource, advocate, and community for securing the joint interests of its members.

§3.2 The organisation has the following core areas of activity:

- Working conditions and employment rights of temporary researchers at OsloMet
 - Quality of doctoral education and postdoctoral development
 - Economic issues, including funding and compensation
 - Social integration, well-being, and community building
 - Internationalisation and diversity
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§3.3 Each Board is free to identify and prioritise additional issues of importance to all PhD students and temporary research employees at OsloMet.

§4 Membership

§4.1 All registered PhD candidates and postdoctoral researchers automatically become members of OsloMet RISE upon establishing an affiliation with OsloMet. Other employees on temporary research contracts at OsloMet may apply for membership by submitting a request to the Board or through the membership campaign board might engage each term. The Board shall consider the application at its first meeting following receipt of the request and shall inform the applicant of its decision.

§4.2 Membership in OsloMet RISE is linked to active affiliation with OsloMet. Membership shall cease automatically in the following circumstances:

- For PhD candidates: upon graduation or upon loss of student or employee affiliation with OsloMet, whichever occurs later. A PhD candidate who has completed their employment period but retains a registered student affiliation with OsloMet shall remain a member until graduation or formal termination of student status.
- For postdoctoral researchers and other temporary research employees: upon expiry or termination of their employment contract with OsloMet.

§4.3 Any member may notify OsloMet RISE by email that they do not wish to be represented by the organisation. Upon opting out, the member immediately loses all membership rights, including the right to attend and vote at the General Assembly, to stand for election, and to be represented by OsloMet RISE. Members who have opted out may re-apply for membership at any time, subject to the conditions in §4.1.

§4.4 Members who have opted out in accordance with §4.3 may not stand for election to the Board.

§4.5 All members have the right to:

- Attend and vote at the General Assembly
 - Nominate and vote for candidates for Board positions
 - Stand for election to the Board, subject to the conditions in §7
 - Submit proposals for changes to the statutes, annual report, and budget prior to the General Assembly
 - Request an Extraordinary General Assembly in accordance with §6.4
 - Receive the OsloMet RISE newsletter and information about activities
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§5 Affiliations

§5.1 OsloMet RISE may seek affiliation with the Association of Doctoral Organisations in Norway (Stipendiatorganisasjonene i Norge, SiN) and similar national bodies, as decided by the Board.

§5.2 The organisation may cooperate with trade unions and other relevant organisations, but shall not be formally linked to any particular union, confederation, or political party.

§5.3 Networks within OsloMet RISE may be established at the institute or faculty level where this is deemed appropriate. These networks shall define their own local organisation and activity structure.

§6 General Assembly

§6.1 The General Assembly is the highest governing body of OsloMet RISE and shall be held once per year.

§6.1 Invitation and Announcement

The General Assembly shall be announced by email, on the OsloMet RISE website, and through other relevant channels at least four (4) weeks in advance. The agenda, annual report, financial statement,

and budget proposal shall be published at least two (2) weeks before the meeting. Incoming proposals from members must be submitted to the Board at least one (1) week before the General Assembly.

§6.2 Duties of the General Assembly

The General Assembly shall:

1. Approve the annual report
2. Approve the financial statement
3. Approve the newly elected board
4. Vote on proposed statute changes

The General Assembly may additionally:

- Discuss future strategies and priorities
- Express a vote of no-confidence in the sitting Board and elect a new one, by a 2/3 majority of those present with voting rights
- Dissolve the organisation in accordance with §16
- Stipulate the number of Board members for the coming term, within the limits in §7.1

§6.3 Voting

Each member present at the General Assembly has one vote per matter. Proxy voting is not permitted. Decisions are made by a simple majority unless otherwise specified in these statutes.

§6.4 Extraordinary General Assembly

An Extraordinary General Assembly may be held if:

- More than 50 members, or 5% of all members (whichever is smaller), submit a written request to the Board, or
- Three (3) or more Board members request it, or
- The Board itself decides to call one.

An Extraordinary General Assembly shall be announced at least two (2) weeks in advance and shall not treat matters outside the announced agenda.

§6.5 Postponement of the General Assembly

In cases of unforeseen or uncontrollable circumstances (e.g., natural disaster, epidemic), the Executive Board may postpone the General Assembly, provided that:

- All members are notified in advance,
- A new date is set as soon as circumstances allow, no later than the following semester in the same year, and
- All other procedures outlined in §6.1–§6.3 are followed for the rescheduled meeting.

§7 Executive Board

The Executive Board (hereafter “the Board”) is responsible for the day-to-day management of OsloMet RISE between General Assemblies, and for preparing all required documents for the General Assembly.

§7.1 Board Structure and Composition

The Board shall consist of the following roles:

- President
- General Secretary
- Treasurer
- Public Relations Officer
- Events Officers (up to 2)
- Institutional Liaison Officers (up to 2)

The Board shall consist of a minimum of three (3) members, fulfilling the roles of President, General Secretary, and Treasurer, and a maximum of eight (8) members in total. The composition of the Board should, where possible, reflect:

- Representation from at least three (3) PhD programmes is required. It is additionally recommended that at least one representative be a PhD candidate enrolled at OsloMet but employed by an external institution
- Representation from postdoctoral researchers, with at least one (1) member is required
- Representation from other temporary research employees, with at least one (1) member is recommended
- A balance of gender and background, including both Norwegian and international members, is needed
- Representation from both OsloMet campuses, Pilestredet and Kjeller, is recommended
- The role of Institutional Liaison Officer is reserved for PhD candidates and requires proficiency in Norwegian. This is to ensure that PhD candidates are represented by OsloMet RISE in university-level committees and forums, where meetings are typically conducted in Norwegian

The detailed responsibilities and requirements for each role are set out in a separate document attached to these statutes.

All Board members are collectively responsible for the functioning of the organisation during their term. If there are fewer nominees than Board positions, elected Board members may take on multiple roles.

§7.2 Eligibility for Board Membership

To be eligible for election to the Board, a candidate must:

- Be a member of OsloMet RISE in accordance with §4.1,
- Have at least one (1) year remaining in their employment contract or programme enrolment at OsloMet at the time of election,
- Hold an active employment or enrolment affiliation with Oslo Metropolitan University of at least fifty percent (50%) of a full-time position or equivalent programme enrolment.
- To ensure continuity and the transfer of institutional knowledge, it is recommended that at least two (2) members of the outgoing Board continue to serve on the incoming Board.

§7.3 Board Term

Board members are elected for one (1) year at a time. Members may be re-elected for the same or a different role, as long as they remain eligible under §7.2, subject to the following limits:

- The President may serve a maximum of two (2) consecutive terms as President following election. A person who has served two consecutive terms as President may stand for election to any other Board position.
- No Board member may serve on the Board for more than three (3) terms in total, whether consecutive or non-consecutive.

§7.4 Board Rights and Duties

The Board has the following duties:

- Hold at least one (1) meeting per month, except during summer recess (July)
- Maintain written minutes of all Board meetings
- Organise activities for members in line with §3
- Prepare the annual report, financial statement, and budget proposal for the General Assembly
- Ensure the establishment of the Representative Council and Task Groups as needed
- Communicate regularly with members about the activities and decisions of OsloMet RISE

The Board has the following rights:

- Establish Task Groups in accordance with §10
- Appoint representatives to committees, councils, and other bodies where OsloMet RISE representation is required
- Call an Extraordinary General Assembly

- Appoint new Board members to vacant positions without calling an Extraordinary General Assembly, in accordance with §7.7

§7.5 Board Meetings

§7.5.1 Board meetings shall be announced at least one (1) week in advance, including the agenda.

§7.5.2 A minimum of five (5) Board members, including at least the President or the General Secretary, must be present to make valid decisions.

§7.5.3 Minutes shall be published no later than three (3) weeks after the meeting.

§7.5.4 Board meetings are not open to the general membership by default. Members may request to attend a specific meeting, and the Board may invite individual members or groups to participate in the discussion of a particular matter. The Board retains the authority to decide, on a case-by-case basis, whether a meeting or any part thereof shall be open or closed, including for the handling of internal or sensitive matters.

§7.5.5 Decisions shall be reached by consensus where possible. In cases of disagreement, decisions are made by a simple majority vote of those present. In the event of a tie, the presiding President has the casting vote.

§7.6 Attendance and Absence

§7.6.1 All Board members are expected to attend all scheduled meetings unless prevented by valid reasons, such as illness or unavoidable professional obligations.

§7.6.2 A Board member who is unable to attend a meeting shall notify the General Secretary as soon as reasonably possible. If the absent member is the General Secretary, notification shall be given to the President.

§7.6.3 Failure to attend more than four (4) Board meetings in a term without valid justification shall trigger a formal review of the member's continuation on the Board.

§7.6.4 Upon such a review, the President and General Secretary shall:

- Contact the Board member to seek clarification regarding the absence, and
- Propose appropriate measures to the Board.

§7.6.5 If concerns relate to the President or the General Secretary, the same procedure applies. In such cases, another Board member shall be designated by the remaining Board members to facilitate the process.

§7.6.6 If concerns relate to the President and the General Secretary collectively, or if the matter cannot be resolved within the Board, any Board member may formally refer the matter to the Advisory Group in accordance with §11.

§7.7 Removal, Replacement, and Resignation of Board Members

§7.7.1 A Board member may resign from their duties with one (1) month's written notice to the Board.

§7.7.2 If a Board member repeatedly fails to carry out assigned responsibilities or is unresponsive to communications from the Board, the matter shall be raised within the Board.

§7.7.3 Following discussion, the Board may:

- Issue a formal reminder,
- Reassign responsibilities, or
- Recommend voluntary withdrawal from the Board.

§7.7.4 In serious or persistent cases, including violations of §14, the Board may remove a member by a 2/3 majority vote of all Board members. Such a motion must be submitted in writing by at least one (1) Board member and tabled for discussion at a duly convened Board meeting.

§7.7.5 Upon removal, a Board member immediately forfeits all rights and responsibilities associated with Board membership.

§7.7.6 If a Board member is removed or resigns within the first six (6) months of the Board term, the candidate who received the next-highest number of votes at the most recent election shall be invited to fill the vacancy, if still eligible and willing. If that person is unavailable, the Board may continue with its remaining members or recruit an extraordinary member under §7.7.8.

§7.7.7 If a Board member is removed or resigns six (6) or more months into the Board term, the Board shall continue with its remaining members without replacement, unless the total falls below the minimum required for valid decisions.

§7.7.8 In cases where essential functions cannot be fulfilled with the remaining Board members, the Board may reconstitute itself and/or recruit members from the general membership. Represented persons shall be notified in advance of open positions. A 2/3 majority vote of active Board members is required to appoint an extraordinary member. This provision does not apply to the role of President, which must be filled through an election as described in §7.7.9.

§7.7.9 In the event that the President resigns or is otherwise unable to continue, and more than seventy percent (70%) of the Board term remains, an Extraordinary General Assembly shall be convened to elect a new President. The General Secretary shall assume the role of Acting President for the remainder of the period until a new President is elected.

§7.7.10 If concerns relating to performance or attendance involve the President and the General Secretary collectively, or if matters cannot be resolved internally, any Board member may refer the issue to the Advisory Group in accordance with §11.

§8 Representative Council

§8.1 The Representative Council shall serve as a consultative body supporting the Executive Board in its work and ensuring broad member representation. The selection of Representative Council members is not administered by the OsloMet RISE Board; instead, representatives are nominated by their respective governing authorities as specified in §8.2.

§8.2 The Representative Council shall be composed of the following:

- One (1) representative per PhD programme (mandatory), nominated by each respective PhD programme at OsloMet
- One to two (1–2) postdoctoral researchers, nominated through the OsloMet Postdoc Network
- One to two (1–2) other temporary research employees, through open nomination

§8.3 Representatives serve for a period of one (1) year and are eligible for renewal.

§8.4 The Board is responsible for convening joint meetings with the Representative Council at least twice (2) per year. These meetings shall serve as a forum for discussing matters pertaining to each individual PhD programme, the Postdoc Network, and other relevant member groups.

§8.5 The Representative Council provides input and recommendations to the Executive Board on matters affecting members. Its recommendations are advisory and non-binding unless otherwise specified by the Board.

§8.6 The Executive Board shall ensure that outcomes and decisions related to Representative Council input are communicated back to the Council in a timely manner.

§9 Elections

§9.1 Independent Election Committee (IEC)

An Independent Election Committee (IEC) shall be appointed by the current Board to administer and oversee all elections conducted under OsloMet RISE.

The IEC shall be established on a temporary basis prior to each General Assembly where elections are to be held. The Committee shall consist of three (3) to four (4) members. Efforts shall be made to ensure representation from both doctoral candidates and postdoctoral researchers within the Committee.

At least one (1) member of the IEC shall serve as an external observer. The external observer shall not be a member of OsloMet RISE but must be a permanently employed staff member at Oslo Metropolitan University. The role of the external observer is to ensure transparency, impartiality, and procedural integrity in the election process.

Members of the IEC must not be candidates in the election they administer.

The IEC is responsible for:

- Announcing the election process in accordance with statutory timelines,
- Receiving and validating nominations,
- Ensuring that all candidates are treated equally and fairly,
- Administering voting procedures,
- Counting votes and verifying results, and
- Formally reporting the election outcome to the General Assembly.

The IEC shall operate independently of the Board in all matters related to elections. Its mandate expires upon completion and reporting of the election results.

§9.2 Electoral Roll

§9.2.1 The electoral roll for each annual election shall be based on membership status as of 30 April of that year. Only persons who are members of OsloMet RISE on or before 30 April—whether automatically under §4.1 or by approved application—shall be eligible to vote in that year’s election.

§9.2.2 The electoral roll shall be compiled by the IEC in coordination with the Board and made available to members upon request prior to the election.

§9.3 Election Procedures

§9.3.1 Elections are held separately for each Board role. All Board positions are up for election every year.

§9.3.2 The nomination process shall be coordinated by the IEC. Nomination procedures, timelines, and candidate instructions shall be published on the OsloMet RISE website. Nominations must be submitted no later than one (1) week before the date of the Annual General Assembly.

§9.3.3 If only one candidate has been nominated for a role, that candidate shall be declared elected without a formal vote.

§9.3.4 Elections may be conducted online, preferably during the last week of May each year. The exact timing and format shall be at the discretion of the IEC in consultation with the Board, taking into account the schedule of the Annual General Assembly and any other relevant circumstances. The IEC is responsible for administering the voting process.

§9.3.5 All candidates must deliver a short presentation (up to three (3) minutes) during the General Assembly, either in person or online. Failure to present without a prior exemption granted by the IEC shall result in disqualification.

§9.3.6 Submission of a pre-recorded video as a substitute for a live presentation is only available under exceptional circumstances. Candidates who are unable to present live must contact the IEC at least one (1) week before the General Assembly to request an exemption. The IEC shall review each request on a case-by-case basis.

§9.3.7 Election results shall be announced at the Annual General Assembly. A full record of all candidates and their vote counts or percentages shall be made available to members upon request for a period of two (2) weeks following the Annual General Assembly.

§9.3.8 The IEC administers all election procedures and shall operate independently of the Board in all election-related matters.

§10 Task Groups

§10.1 Purpose. Task Groups enable structured and efficient handling of complex or sensitive issues requiring dedicated attention. Delegating specific work to Task Groups reduces operational burden on the Executive Board while ensuring accountability. Outcomes from Task Groups will directly inform Board decisions and contribute to the development of long-term governance structures.

§10.2 Decision Authority. The Executive Board shall decide:

- a) The establishment of each Task Group
- b) The mandate and scope of work
- c) The duration of the Task Group
- d) The number of members and their appointment

§10.3 Composition. Task Groups shall normally consist of 2–4 members, unless otherwise decided by the Executive Board. Members may be drawn from the Executive Board, the Representative Council, or the general membership, and may include individuals from outside OsloMet RISE where relevant expertise is required.

§10.4 Duration. Each Task Group shall be time-limited. The duration shall be explicitly defined at the time of establishment and may be extended or shortened by decision of the Executive Board.

§10.5 Reporting. Each Task Group shall designate a lead contact responsible for coordination and reporting. Task Groups shall report progress and outcomes to the Executive Board as requested.

§10.6 Dissolution. Task Groups shall be automatically dissolved upon completion of their mandate or at the end of the defined duration, unless the Executive Board decides otherwise.

§11 Advisory Group

§11.1 The Executive Board may establish an Advisory Group to provide continuity, institutional knowledge, and strategic counsel to the Board on matters of governance, strategy, or specific issues.

§11.2 The Advisory Group may include external members and is advisory in nature. Advisory Members do not hold operational or decision-making roles. Their recommendations are non-binding unless expressly accepted by the Board.

§11.3 Composition

The Advisory Group shall normally consist of two to three (2–3) members. Advisory Members are typically former Board members or researchers with relevant expertise and institutional knowledge. Efforts shall be made to ensure a balance of experience across the advisory membership.

Advisory Members have no formal voting authority and do not hold executive responsibilities within the organisation.

§11.4 Appointment and Term

Advisory Members shall be appointed by the Executive Board for a fixed term or by mandate, as determined by the Board at the time of appointment. The Board may renew or terminate an appointment as it sees fit.

§11.5 Duties of the Advisory Group

Advisory Members shall:

- Provide strategic advice and institutional guidance upon request from the Executive Board,
- Contribute experience-based perspective on complex or sensitive organisational matters,
- Support continuity during leadership transitions or periods of significant organisational change,
- Attend advisory consultations as convened by the Executive Board, and
- Serve as informal mentors or sounding boards for Board members.

§11.6 Referral Mandate

The Advisory Group is mandated, upon formal referral by a Board member in accordance with §7.6 or §7.7, to:

- Review the matter in a fair and impartial manner,
- Declare any conflict of interests on each case before involving the case,
- Seek clarification from all involved parties, and
- Recommend appropriate corrective actions, reassignment of responsibilities, or other measures in line with these statutes.

§11.7 Recommendations of the Advisory Group shall be reported to the Executive Board and documented in the official meeting minutes.

§12 Finance and Documentation

§12.1 The Treasurer is responsible for maintaining the financial records of OsloMet RISE and for preparing the financial statement and budget proposal for the General Assembly.

§12.2 All Board meetings shall be documented through written minutes, including decisions, action points, and adopted policies.

§12.3 Documentation shall be stored in the organisation's shared documentation system and made accessible to all Board members.

§12.4 The budget proposed by the sitting Board serves as a recommendation for the incoming Board and has no binding effect. The incoming Board retains full authority to revise and adapt the budget according to its priorities.

§13 Compensation and Hour Allocation

§13.1 Board members are entitled to compensation for time spent on OsloMet RISE activities, subject to the policies and available resources of Oslo Metropolitan University. The form and level of compensation shall be determined in agreement with OsloMet administration and shall reflect the workload associated with each role.

§13.2 The Treasurer is responsible for maintaining the overall compensation framework, recording the total hours for each Board member, and preparing the necessary documentation. The President is responsible for submitting the completed documentation to the OsloMet administration on behalf of the Board, in accordance with applicable university procedures and timelines.

§13.3 At the beginning of each Board term, the President and General Secretary shall determine the hour allocation for each Board role in accordance with applicable university policies, and in consultation with the Board, based on the tasks and responsibilities associated with each position. This allocation shall be reviewed and updated as needed throughout the term.

§13.4 The following activities shall count towards a Board member's total recorded hours:

- Attendance at Board meetings
- Work carried out on assigned tasks and responsibilities
- Participation in Task Groups, Representative Council meetings, and other OsloMet RISE activities as directed by the Board

§13.5 Attendance at Board meetings shall be formally recorded in the meeting minutes and shall form part of the total hours submitted for compensation purposes.

§14 Conduct and Representation

§14.1 All Board members and representatives of OsloMet RISE shall act with professionalism, collegiality, and mutual respect, and shall abide by the national guidelines on equality and anti-discrimination.

§14.2 Disagreements shall be addressed constructively within the Board, not through public or informal channels.

§14.3 The Board shall strive for transparency in its work while respecting confidentiality where required.

§14.4 Any person appointed by the Executive Board or the President may formally represent OsloMet RISE in institutional meetings or external communications. All representatives shall act in the best interests of OsloMet RISE and its members.

§14.5 Board members must declare any potential conflicts of interest relating to matters under discussion and may be asked to abstain from discussion or decision-making on the relevant matter.

§15 Changes to the Statutes

§15.1 Changes to these statutes must be approved at the Annual General Assembly or an Extraordinary General Assembly.

§15.2 Approval of statute changes requires a 2/3 majority of the attending members with voting rights.

§15.3 Proposals for statute changes must be submitted in writing to the Board at least one (1) week before the General Assembly and must be included in the published meeting documents.

§16 Dissolution

§16.1 The dissolution of OsloMet RISE may be initiated in the following ways:

- e) A written motion from more than 100 members or 10% of all members (whichever is smaller), submitted to the Board at least two (2) weeks before an ordinary or Extraordinary General Assembly, or
- f) A proposal by the Board, submitted at least two (2) weeks before the General Assembly.

§16.2 Dissolution requires a 2/3 majority vote at the General Assembly.

§16.3 Upon dissolution, all assets and records of OsloMet RISE shall be transferred to a body designated by the General Assembly, or to OsloMet's central research administration (FoU).

§17 Transitional Provision

§17.1 These statutes enter into force upon approval by the Interim Board of OsloMet RISE. By exception, and for the purposes of facilitating the first election under these statutes, the Interim Board is empowered to approve these statutes in lieu of a General Assembly. This exception applies solely to the initial adoption of these statutes and shall not set a precedent for future governance decisions.

§17.2 All subsequent amendments to these statutes shall require approval by a 2/3 majority of members present at a General Assembly, in accordance with §15.

§17.3 Upon entry into force, the Interim Board shall continue to function until a new Board is elected in accordance with these statutes.

§17.4 The Interim Board shall be responsible for:

- Facilitating the first election under these statutes,
- Ensuring the establishment of the Independent Election Committee,
- Preparing necessary documentation and organisational structures required for transition, and
- Transferring all responsibilities, records, and assets to the newly elected Board.

§17.5 Any decisions, structures, or procedures established during the interim period shall remain valid unless superseded by decisions made under these statutes.

§17.6 The first Board elected under these statutes shall assume full authority immediately upon election and shall operate for a term as defined in §7.3.

Prepared by Task Group 1, established under special ordinance of the Interim Board of OsloMet RISE, 2026.

Task Group members:

Bineeth Kuriakose (Leader)

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Approved by the Interim Board of OsloMet RISE, 2026

Date: April 24, 2026

Signed by (on behalf of Interim Board): Stefan Brenner
