



# INTERIM BOARD REPORT

OsloMet RISE

January – June 2026

2026

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# Foreword

When the Interim Board of OsloMet RISE convened for the first time in January 2026, the task ahead was substantial. The organisation we inherited had been inactive for two years, with limited documentation, no established routines, and no formal governance structure in place. What followed over the next six months was a collective effort to build OsloMet RISE into a functioning, representative, and democratically accountable organisation for PhD candidates, postdoctoral researchers, and other temporary researchers at OsloMet.

This report is a record of that effort. It documents what was built, what was learned, and what remains to be done. We hope it serves not only as a public account of the interim period, but as a practical reference for the boards that follow.

We are particularly grateful to Martin Rasmi Krippendorf and Cedrik Andersen Lyngroth, whose efforts in late 2025 brought together the group of people that would become the foundation of OsloMet RISE. Their initiative in the period before the Interim Board was formally established was the spark that made everything that followed possible. We also wish to acknowledge the members of the Advisory Board more broadly for their guidance and institutional knowledge throughout the interim period, and the three members of the Independent Election Committee – Cedrik Andersen Lyngroth, Elian Eve Jentoft, and Camilla Holm Soelseth, for administering the 2026 election with integrity and independence.

We also wish to express our sincere appreciation to Pro-Rector for Research and Development, Tanja Storsul, for her consistent availability and support throughout the interim period. Her willingness to meet with us whenever needed, despite a demanding schedule, was invaluable to the work of the Interim Board.

We extend our thanks to all members who engaged with OsloMet RISE during this period, whether by attending events, participating in the election, or simply reaching out. Your engagement is what gives this organisation its purpose.

*The Interim Board of OsloMet RISE*

*June 2026*

# Organisational Background

OsloMet RISE – Researchers in Short-term Engagement (*Norwegian: OsloMet RISE – Forskere i midlertidig engasjement*) is OsloMet's official interest organisation representing PhD candidates, postdoctoral researchers, and other researchers in temporary academic positions. The organisation works to promote the professional, academic, and social interests of its members, and serves as a platform for representation, institutional dialogue, and community building across the university.

RISE succeeds *OsloMetDoc* (formerly known as *PhD Forum*), which had been largely inactive for approximately two years prior to reestablishment. During this period, the predecessor organisation had no visible activity, no active representation in university decision-making processes, and statutes that had not been revised since 2018. The scope of *OsloMetDoc* was also limited primarily to PhD candidates, leaving postdoctoral researchers and other temporary research employees without formal representation.

The process of reestablishment began at a member meeting on 18 December 2025, where the challenges facing *OsloMetDoc* were presented and discussed, and a proposal to transform the organisation, including an expanded membership scope, a revised governance structure, and need for a new name was put forward. At its first formal board meeting in January 2026, the Interim Board voted on and adopted the name OsloMet RISE.

The reporting period, January to June 2026, covers the full operational term of the Interim Board and documents the work undertaken to establish OsloMet RISE as a functioning, governed, and democratically accountable organisation.

# Interim Board: Composition and Roles

An Interim Board was constituted in late 2025 with the mandate to reactivate the organisation and develop its governance structures. The overarching goal of the Interim Board was to establish the conditions and infrastructure necessary for a democratic election, with a view to having a fully elected board in place for the autumn semester of 2026.

The Interim Board comprised seven executive members covering the following roles:

## Co-Presidents

Sarjo Kuyateh, PhD candidate, Faculty of Health Sciences (HV), and

Stefan Brenner, PhD candidate, Faculty of Social Sciences (SAM).

## General Secretary

Bineeth Kuriakose, Postdoctoral Researcher, Faculty of Social Sciences (SAM).

## Treasurer

Sarjo Kuyateh, PhD candidate, Faculty of Health Sciences (HV). *(Additional role to Co-president)*

## Communications Officer

Marit Frimannslund, PhD candidate, Faculty of Education and International Studies (LUI).

## Institutional Liaison Officers

Petronelle Gaarder Herbern, external PhD candidate, Faculty of Social Sciences (SAM) *(responsible for the Research Committee)*, and

Ragna Hovig Ødegaardshaugen, PhD candidate, Faculty of Education and International Studies (LUI) *(responsible for the Education Committee)*.

## Events Officers

Ebrahim Ghorbani, PhD candidate, Faculty of Technology, Art and Design (TKD), and

Stefan Brenner, PhD candidate, Faculty of Social Sciences (SAM). *(Additional role to Co-president)*

*In addition, there are four-member advisory group.*

## Advisory Group

Martin Rasmi Krippendorf, external PhD candidate, Faculty of Health Sciences (HV),

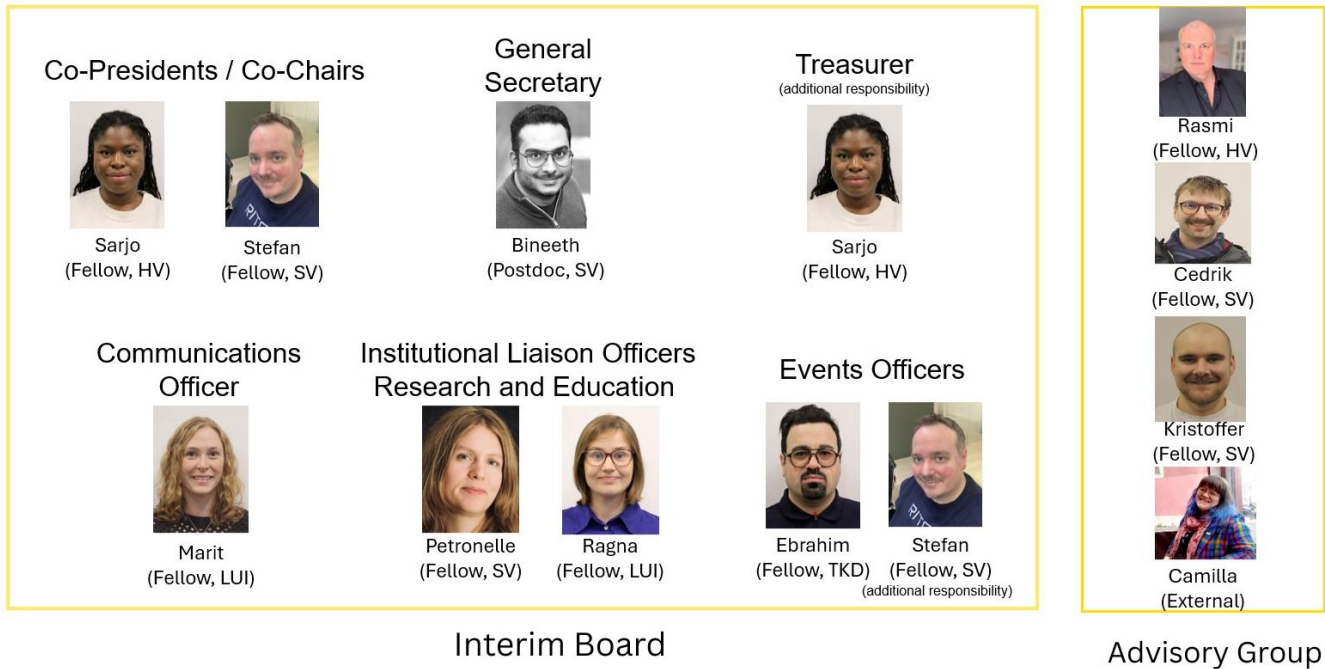
Cedrik Andersen Lyngroth, PhD candidate, Faculty of Social Sciences (SAM),

Kristoffer Eikemo, PhD candidate, Faculty of Social Sciences (SAM) and,

Camilla Holm Soelseth, Librarian, University Library (UB).

The dual responsibilities held by two board members reflect a pragmatic response to the circumstances of the interim period, ensuring full coverage of operational roles within a volunteer-based structure.

The Interim Board represented diversity across PhD programmes and researcher categories, including employed PhD candidates, external PhD candidates, and postdoctoral researchers.



*Image: Interim board and Advisory group of OsloMet RISE*

# Membership

OsloMet RISE serves as the representative organisation for the early-career research community at OsloMet. Membership forms the foundation of the organisation's mandate and its democratic structure. The following section provides an account of membership eligibility, composition, and associated rights as established in the statutes of OsloMet RISE.

## Eligibility

All affiliated PhD candidates and postdoctoral researchers at OsloMet hold membership in OsloMet RISE by default, acquiring this status automatically upon establishing an institutional affiliation. Researchers employed on other forms of temporary academic or research contracts may apply for membership by contacting the Board directly via the official email address published on the organisation's website. Applications are considered by the Board at its first meeting following receipt, and applicants are informed of the outcome thereafter.

## Figures

As of May 2026, OsloMet RISE has a total of 436 members across three membership categories.

### *PhD Candidates (406 members)*

- Faculty of Health Sciences (HV): 138
- Faculty of Technology, Art and Design (TKD): 90
  - Programme in Engineering Science (PENG): 60
  - Programme in Innovation for Sustainability (PINS-TKD): 30
- Faculty of Social Sciences (SAM): 79
- Faculty of Education and International Studies (LUI): 62
- Centre for the Study of Professions (SPS): 37

### *Postdoctoral Researchers (27 members)*

- Faculty of Education and International Studies (LUI): 9
- Faculty of Health Sciences (HV): 7
- Faculty of Technology, Art and Design (TKD): 6
- Faculty of Social Sciences (SAM): 3
- Consumption Research Norway (SIFO): 1
- Centre for the Study of Professions (SPS): 1

### *Other Temporary Research Employees (3 members)*

# Governance and Meetings

## Governance Framework

The Interim Board operated under the *Interim Board Regulations*, drafted by the General Secretary and formally approved by the Interim Board on 29 January 2026, coming into effect on 30 January 2026. The regulations governed the operation, responsibilities, and conduct of the Interim Board for a fixed term of six months, concluding on 30 June 2026. The Interim Board Regulations are stored in the OsloMet RISE Teams repository and are available to members upon request.

All Interim Board members held collective responsibility for the functioning of the organisation during the interim period. The Advisory Group supported the Interim Board on matters requiring independent review or guidance. Decision-making followed a simple majority principle unless otherwise specified. All decisions, action points, and adopted regulations were documented and stored in the organisation's shared repository on Microsoft Teams.

## Board Meetings

The Interim Board convened at least one formal meeting per month throughout the interim period, spanning January to June 2026, with two meetings held in January 2026 to address the volume of foundational decisions required at the outset. Meeting agendas were circulated to all board members at least one week in advance. Over the course of the interim period, five board proposals were formally discussed and decided upon. Minutes of all board meetings, including these proposals, were recorded and stored in the OsloMet RISE Teams repository via OneNote, ensuring transparency and institutional continuity.

The dates of board meetings:

Month	Dates
January	23.01.2026 and 29.01.2026
February	18.02.2026
March	12.03.2026
April	15.04.2026
May	20.05.2026
June	19.06.2026

## **Institutional Meetings**

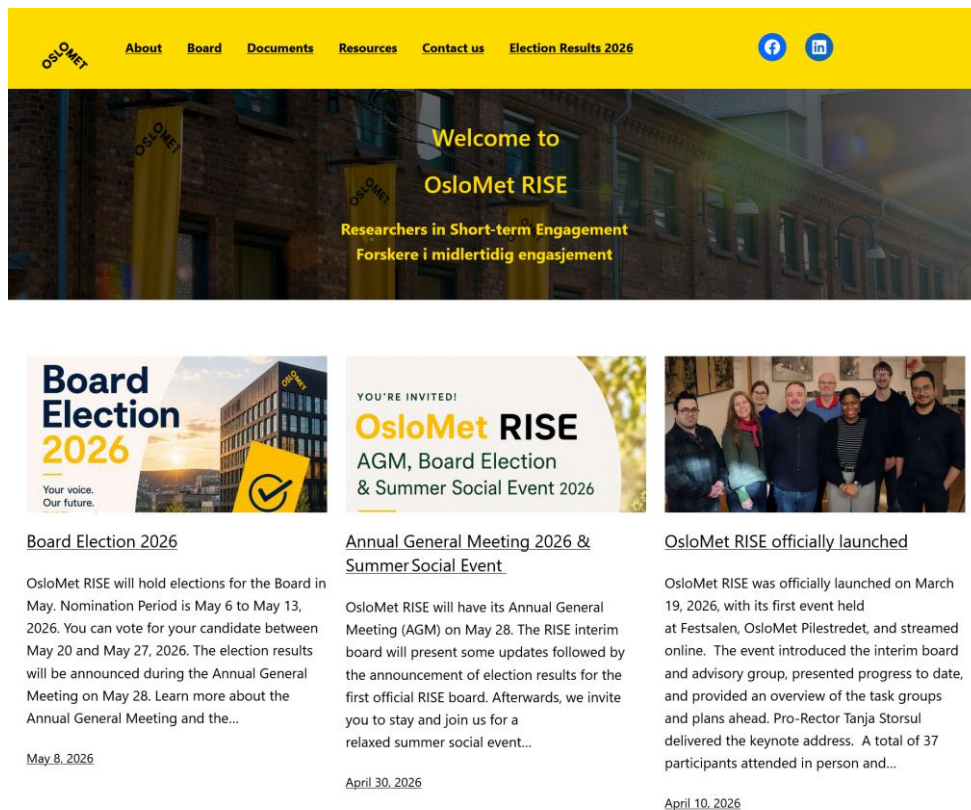
During the reporting period, the Co-Presidents and General Secretary held three formal meetings with university leadership. The first meeting, held with the Pro-Rector for Research, focused on informing university leadership of the formation and mandate of the Interim Board. The second meeting addressed budgeting matters with the Pro-Rector. The third meeting involved both the Pro-Rector and the FoU Section Leader to clarify outstanding questions related to budgeting and other operational matters. Minutes from all three meetings are stored in the OsloMet RISE Teams repository.

# Communications and Digital Presence

During the interim period, the interim board focused on establishing and increasing the organisation's visibility across digital channels. The following outlines the key platforms and channels established during this period.

## Website

The OsloMet RISE website was updated and developed to reflect the organisation's new name and mandate and is accessible at <https://uni.oslomet.no/rise/>. Content published by predecessor organisations (*PhD Forum* and *OsloMetDoc*) prior to 2026 has been set to non-public pending a decision on archiving. The incoming Board is recommended to consider establishing a dedicated archive section on the website to preserve this historical content.



*Image: Updated website of the OsloMet RISE*

## Email

Two dedicated email addresses were established for member and external communication: [rise-kontakt@oslomet.no](mailto:rise-kontakt@oslomet.no) for general contact, and [rise-styret@365.oslomet.no](mailto:rise-styret@365.oslomet.no) as the board group email.

## **Social Media**

Two social media channels were established during the interim period:

- Facebook: <https://www.facebook.com/oslometrise/> (35 followers as of 18 June 2026)
- LinkedIn: <https://www.linkedin.com/company/oslomet-rise/> (44 followers as of 18 June 2026)

## **Microsoft Teams**

In May 2026, the OsloMet RISE Microsoft Teams channel was opened to all members, providing a shared space for updates and news from RISE and the wider university.

# Institutional Engagement

A core responsibility of OsloMet RISE is to ensure that the perspectives and interests of PhD candidates, postdoctoral researchers, and other temporary researchers are represented within OsloMet's formal decision-making and advisory structures. During the interim period, OsloMet RISE established and maintained representation across three key institutional bodies: the Education Committee (*Utdanningsutvalget*), the Program Leader Network (*Programledernetverket*, PLN), and the Research and Development Committee (*Forsknings- og utviklingsutvalget*, FoU-utvalget).

Engagement with these bodies forms part of RISE's broader mission to ensure that the voice of temporary researchers is present where decisions affecting them are made or prepared. Each body operates at a different level and with a different mandate — the Education Committee and Research and Development Committee are central university committees with formal advisory authority, while the Program Leader Network serves as a cross-program dialogue arena without independent decision-making authority.

In each forum, RISE representatives attended meetings, contributed inputs on matters relevant to the membership, and sought to raise structural and practical concerns affecting PhD candidates and postdoctoral researchers at OsloMet. The following subsections provide an account of RISE's engagement with each body during the reporting period.

# Institutional Engagement: Educational Committee (UU)

The Education Committee (*Utdanningsutvalget*, UU) is the central advisory body at OsloMet responsible for matters concerning the university's educational activities and their strategic development. The committee is chaired by the Pro-Rector for Education and contributes to the development of OsloMet's study programmes and the institution's broader educational strategy. It works to ensure that OsloMet's study programmes at all levels maintain high quality and remain aligned with the needs of society. Together with the Research and Development Committee and the Innovation Committee, the Education Committee helps ensure strong integration between education, research, development, and innovation.

## Mandate

The Education Committee is responsible for:

- Developing and managing OsloMet's overarching regulations, common guidelines, and procedures for its educational programmes
- Establishing a plan for the periodic evaluation of study programmes
- Processing the annual report on education quality prior to its submission to the Rector
- Allocating funds within the scope of the committee's area of responsibility

## RISE Engagement during the Reporting Period

OsloMet RISE held representation on the Education Committee throughout the interim period and contributed to several matters under the committee's consideration, including:

- The development of a new Dr. Philos pathway at OsloMet
- The annual quality report process, including discussion of its structure and content
- Revision of the PhD survey (*PhD-undersøkelsen*) and the progress report (*fremdriftsrapport*)
- A request for greater transparency on the use of operating funds (*driftsmidler*) allocated to PhD candidates
- The inclusion of questions on internationalisation, including the reasons candidates travel abroad during their doctoral studies, and on mental health and wellbeing
- Ongoing discussions on the use of artificial intelligence in examinations
- A general call for increased funding and stronger institutional focus on internationalisation in doctoral education

# Institutional Engagement: Program Leader Network (PLN)

The ProgramLeader Network (*Programledernetverket*) brings together the leaders of all doctoral programmes at OsloMet. It serves as a venue through which issues affecting PhD candidates are followed up and communicated to the relevant faculties and centres. The network strengthens dialogue across doctoral programmes and provides an arena for the exchange of best practices and shared experiences. Unlike the central university committees, the PLN does not hold independent decision-making authority; it may, however, raise and submit matters to the central committees for consideration.

## Mandate and Objectives

The Programme Leader Network aims to:

- Contribute to the development of OsloMet's doctoral education
- Help ensure that OsloMet adopts a coherent and comprehensive approach across all doctoral programmes
- Promote consistent practice in the interpretation and implementation of procedures and regulations
- Encourage cross-programme dialogue contributing to a socially relevant, high-quality portfolio of doctoral programmes that reflects OsloMet's strategy, academic profile, and distinctive character
- Support collaboration across programmes to develop doctoral education of high international quality
- Serve as a forum for discussing doctoral education in general, drawing on experience, results, and recognised national and international standards
- Raise and submit matters requiring coordinated institutional action to the central committees

## RISE Engagement and Limitations

OsloMet RISE's engagement with the PLN during the reporting period was limited by the low frequency of network meetings. Within the meetings held, discussions centred on the format and structure of the annual quality report for doctoral education and on priorities across the different doctoral programmes. As an advisory network without independent decision-making authority, the PLN's influence depends on its ability to raise matters effectively with the central committees, and RISE's engagement here is best understood as a complement to its more substantive representation on the Education Committee and the Research and Development Committee.

# Institutional Engagement: Research and Development Committee (FoU-utvalget)

The Research and Development Committee (*Forsknings- og utviklingsutvalget*, FoU-utvalget) is the central advisory body at OsloMet that supports the strategic development of research, innovation, and knowledge development across the university. The committee advises university leadership on research strategy, strengthens collaboration between academic environments and leadership, and ensures coherent links between research, education, and development.

The committee is chaired by the Pro-Rector for Research and Development, Tanja Storsul, and includes representatives from academic staff across faculties, one representative from temporary academic staff, two student representatives, and one external representative.

OsloMet RISE held the temporary academic staff seat on the committee throughout the reporting period and was represented at all meetings, including preparatory pre-meetings.

## Contributions from OsloMet RISE during the reporting period

- Input on the development of a new Dr. Philos programme at OsloMet
- Input on the revision of the PhD survey (*PhD-undersøkelsen*) and the progress report (*fremdriftsrapport*), with the aim of including questions on the use of research funding and international exchange
- Input on the revision of the text describing research groups at OsloMet, with the aim of ensuring clear and accurate formulations
- Input on research culture and research security
- Follow-up of actions arising from the internal audit report on research ethics
- Submission of a formal consultation response on behalf of OsloMet RISE regarding the revision of OsloMet's quality system for the part concerning research education
- Input on the development of the new Quality Reform, including the aim of incorporating international funding frameworks

# Events

During the interim period, January to June 2026, OsloMet RISE organised two events. Both events were planned and delivered collectively by the Interim Board.

## Event 1: Launch Event

*19 March 2026 – P52 Festhallen, hybrid format*

The launch event marked the formal public introduction of OsloMet RISE following the transition from OsloMetDoc. The event was held in a hybrid format, accommodating both in-person and online participants. The Pro-Rector for Research and Development, Tanja Storsul, addressed the attendees. A total of 34 participants attended, of whom 25 were present in person and 9 joined online.



*Image: Photo from the Launch event*

## Event 2: Annual General Meeting and SummerStart

*28 May 2026 – Stensberggata 26 (SG26)*

The Annual General Meeting (AGM) was held in Room X007 at SG26. The meeting opened with a presentation of the Interim Board's activities during the reporting period, followed by the election of the first formally elected Board of OsloMet RISE. A total of 18 members attended, against a registration of 32. Following the conclusion of the AGM, a SummerStart gathering was held for attendees on the SG26 canteen patio.



*Image: Photo from the AGM*

# Finance

This section summarises the financial activities of the Interim Board during the reporting period, January to June 2026.

## Budget Allocation

The Interim Board was allocated a total budget of 25,000 NOK for the interim period. Expenditure was incurred across two events, both of which remained within their allocated budgets.

Category	Allocated (NOK)	Actual (NOK)
Launch Event	5,000	4,378.00
AGM + SummerStart	15,000	3,026.05
Board Transition Dinner	5,000	Planned
<b>Total</b>	<b>25,000</b>	<b>7,404.05</b>

**Remaining Budget: 17,595.95 NOK** (as of 18.6.2026)

## Event Expenditure

### *Launch Event – 19 March 2026*

Catering was provided through SiO/Gastro for approximately 25 participants. The final invoice amounted to 4,378 NOK, within the allocated budget of 5,000 NOK. Full financial records are available in the OsloMet RISE Teams repository.

### *AGM and SummerStart – 28 May 2026*

Catering was provided for approximately 18 participants. The final invoice amounted to 3,026.05 NOK, within the allocated budget of 15,000 NOK. Full financial records are available in the OsloMet RISE Teams repository.

### *Board Transition Dinner*

A budget of 5,000 NOK has been set aside for a board transition dinner to mark the handover from the Interim Board to the elected Board. This event had not taken place as of the close of the reporting period.

## **Current Financial Status**

Of the 25,000 NOK allocated to the Interim Board, 7,404.05 NOK has been spent across two events, representing approximately 30% of the total budget. The remaining 17,595.95 NOK will be partially utilised for the planned Board Transition Dinner, estimated at 5,000 NOK, leaving an anticipated carryover of approximately 12,595.95 NOK upon conclusion of the interim period.

The elected Board has been allocated a separate annual budget of 60,000 NOK for 2026. Including the anticipated carryover from the interim period, the total budget available to the elected Board is expected to be approximately 72,595.95 NOK.

Detailed financial records for all expenditure during the interim period are available in the OsloMet RISE Teams repository.

# Task Groups

The Interim Board established Task Groups as a structured mechanism for addressing issues requiring dedicated attention beyond the scope of regular board meetings. By delegating specific work to Task Groups, the Interim Board sought to ensure focused, accountable progress on key organisational priorities without placing an undue operational burden on the board.

Each Task Group was formally proposed and accepted at an Interim Board meeting. Task Groups consist of 2–4 members drawn from the Interim Board and Advisory Board, operate within a defined time frame, and are led by a designated contact responsible for coordination and reporting to the Interim Board. Task Groups are automatically dissolved upon completion of their mandate unless the Interim Board decides otherwise.

During the reporting period, four Task Groups were established, each addressing a distinct area of organisational or member-facing significance:

- Task Group 1: Statutes Revision (*Completed, March–April 2026*)
- Task Group 2: Working Environment of External PhD Candidates (*Completed, March–May 2026*)
- Task Group 3: Mental Health and Wellbeing of PhD Candidates (*Ongoing, March – September 2026*)
- Task Group 4: Mapping Democratic Bodies within OsloMet University (*Ongoing, March–September 2026*)

Outcomes from completed Task Groups have directly informed Interim Board decisions and contributed to the development of RISE's governance and member-support priorities. The ongoing Task Groups will submit its findings and recommendations to the incoming elected Board.

Detailed accounts of each Task Group's mandate, activities, and outputs are provided on the pages that follow.

## Task Group-1: Statues Revision

Duration	March–April 2026
Status	Completed

### Members

- Bineeth Kuriakose, Postdoctoral Researcher, SAM (*Leader*)
- Ragna Hovig Ødegaardshaugen, PhD Candidate, LUI
- Camilla Holm Soelseth, Librarian, University Library (*External Member*)

### Purpose and Mandate

Task Group 1 was established to review, revise, and draft proposals for the permanent statutes and governance regulations of OsloMet RISE. The Task Group was mandated to review the interim rules and regulations in place at the time of establishment, alongside the statutes of the predecessor organisation, OsloMetDoc, assessing their continued relevance in the current institutional context. Governance structures of comparable researcher organisations at Norwegian universities were benchmarked to inform best practice. Based on this review, the Task Group drafted a proposal for permanent statutes for presentation to the Interim Board.

### Process and Outcomes

The Task Group followed a structured four-stage process: review of existing and predecessor documentation, submission of a draft statute proposal to the Interim Board, detailed discussion and formal vote, and publication of the approved statutes on the OsloMet RISE website.

The approved statutes and the roles and responsibilities defined for each board role are available at <https://uni.oslomet.no/rise/documents/> and constitute the foundational governance framework of OsloMet RISE. They served as the basis for the 2026 election process and are binding for all future boards.

## Task Group-2: Working Environment of External PhD Candidates

Duration	March–May 2026
Status	Completed

### Members

- Martin Rasmi Krippendorf, External PhD Candidate, HV (*Leader*)
- Petronelle Gaarder Herbern, External PhD Candidate, SV
- Stefan Brenner, PhD Candidate, SAM

### Purpose and Mandate

Task Group 2 was established to gain a better understanding of the experiences of external PhD candidates at OsloMet, to identify challenges affecting their participation in doctoral education, and to propose measures to improve their inclusion and institutional support. External PhD candidates are defined as PhD candidates enrolled at OsloMet but employed outside the university. The Task Group's work included a survey of external PhD candidates and a review of relevant programme reports, quality reports, and consultation responses concerning doctoral education.

### Key observations

The Task Group conducted a survey of external PhD candidates at OsloMet, consisting of three open-ended questions on infrastructure and access, administrative support, and academic and social inclusion. Survey findings were considered alongside programme reports, consultation responses, and other knowledge gathered through OsloMet RISE's broader engagement on doctoral education.

Four interconnected themes emerged from this work:

*Infrastructure and access.* External PhD candidates reported challenges accessing office space, computers, software, institutional systems, and other practical resources required for full participation in university life.

*Administrative and digital positioning.* Because many institutional structures are organised around employment status, external candidates are often excluded from the channels through which information, access, and support are provided. While some issues can be addressed

through local adaptation, others remain difficult to resolve within existing structures, affecting access to services, communication, and institutional follow-up across several areas of university life.

*Academic and social inclusion.* Respondents described uneven access to the academic and social communities surrounding doctoral education, including seminars, research groups, social events, and informal arenas for professional exchange. Participation in these activities often depends on local practices and individual initiative rather than consistent institutional arrangements, with consequences for both academic networking and sense of belonging.

*Mismatch between academic expectations and institutional conditions.* External PhD candidates are subject to the same academic requirements as employed PhD candidates but participate under different organisational conditions. Many of the challenges identified appear to stem from this difference: external candidates are fully included in doctoral education as academic participants, while only partly included in the institutional structures that support doctoral work.

At the same time, many candidates reported positive experiences with supervisors, research groups, and academic activities, and expressed appreciation for the opportunity to pursue doctoral studies at OsloMet. Similar challenges have been identified in programme reports, consultation responses, and other discussions concerning doctoral education at OsloMet, suggesting that the issues described here are recurring rather than isolated.

## **Recommendations**

External PhD candidates represent an important resource for OsloMet, contributing expertise, professional networks, and experience from public services, research institutes, and other settings. The Task Group's findings indicate that external PhD candidates continue to encounter challenges related to access, inclusion, and institutional support.

Based on this work, the Task Group recommends that OsloMet RISE continue to engage in dialogue with OsloMet leadership to:

- Clarify institutional responsibility for external PhD candidates
- Review and improve access to systems, services, and resources
- Strengthen inclusion of external candidates in academic environments
- Ensure systematic and ongoing attention to the experiences of external PhD candidates

## Task Group-3: Mental health and well-being of PhD Candidates

Duration	March–September 2026
Status	Ongoing

### Members

- Cedrik Andersen Lyngroth, PhD Candidate, SAM (*Leader*)
- Marit Frimannslund, PhD Candidate, LUI
- Sarjo Kuyateh, PhD Candidate, HV
- Camilla Holm Soelseth, Librarian, University Library (*External Member*)

### Purpose and Mandate

Task Group 3 was established to examine and address mental health and wellbeing among PhD candidates at OsloMet. The Task Group was mandated to identify common stressors and wellbeing challenges faced by PhD candidates, review existing support structures and identify gaps in current provision, and propose initiatives, advocacy points, or collaborations to improve mental health and wellbeing. The mandate runs over seven months, with a deadline of 20 September 2026. In carrying out its work, the Task Group has sought to ensure alignment with institutional policies and support services.

### Progress to Date

To fulfil its mandate, the Task Group has gathered information from multiple sources. Publicly available information was accessed through OsloMet's websites, institutional reports, and existing surveys that partially address mental health and wellbeing among PhD candidates and temporary employees. In addition, a survey was conducted among PhD programme leaders – those with formal responsibility for doctoral programmes at OsloMet – to examine the formal and informal support structures surrounding PhD candidates. The Task Group is currently analysing the collected information and drafting its report.

As the mandate extends beyond the interim period, this Task Group will continue its work under the incoming elected Board. The elected Board is advised to receive the Task Group's findings and recommendations upon completion of the mandate in September 2026 and to consider appropriate follow-up action.

# Task Group-4: Mapping Democratic Bodies at the University

Duration	March–September 2026
Status	Ongoing

## Members

- Stefan Brenner, PhD candidate, SAM (*Leader*)
- Sarjo Kuyateh, PhD candidate, HV
- Ragna Hovig Ødegaardshaugen, PhD candidate, LUI

## Purpose and Mandate

The task group was established by the board to map and clarify the channels through which OsloMet RISE can exercise democratic participation within the university's decision-making structures.

Following the mandate issued by the board the task group started to identify and map the current University bodies, committees, boards, councils where OsloMet RISE currently has influence and/or representation as well as those that where OsloMet RISE is not currently represented and produce a visual overview.

## Progress to Date

As a first step, the Task Group established a unified classification system for internal use, ranking identified bodies hierarchically and distinguishing between those with formal decision-making authority and those with an advisory mandate.

- To date, the Task Group has produced the following, all currently in progress:
- An Excel file with descriptions of relevant boards and committees
- A detailed visualisation of democratic bodies for internal board use
- A condensed and visually accessible version of the visualisation for members, providing an overview of OsloMet's overall governance structure

# Election Process and Outcomes

## Formation of the Independent Election Committee

In accordance with the statutes of OsloMet RISE, the Interim Board appointed an Independent Election Committee (IEC) on 15 April 2026 to administer the 2026 board election impartially and independently. The IEC operated solely in accordance with the RISE statutes and was responsible for overseeing the election process and informing members about election procedures. All communications related to the election were handled exclusively by the IEC.

The IEC was composed as follows:

Member	Representation
Cedrik Andersen Lyngroth	PhD Candidate, Faculty of Social Sciences (SAM)
Elian Eve Jentoft	Postdoctoral Researcher, Faculty of Social Sciences (SAM)
Camilla Holm Soelseth	Librarian, University Library (UB) (Permanent Employee and Election Observer)

## Election Timeline

Milestone	Date
IEC formally appointed	15th April 2026
Nomination period	6th – 13th May 2026
Voting period	20th – 27th May 2026
Results announced	28th May 2026

## Communications and Procedures

Election notices were distributed through all available RISE communication channels, including email to all members, the OsloMet RISE Teams channel, and the organisation's social media accounts on Facebook and LinkedIn. Nominations received during the nomination period were published on the OsloMet RISE website. Voting was conducted electronically via Nettskjema, OsloMet's official digital form and survey platform, ensuring a secure and accessible process for all eligible members.

## Nominations and Election Outcomes

A total of 48 members participated in the voting process. The nomination and election outcomes by role were as follows:

<b>Role</b>	<b>Nominations</b>	<b>Elected member (s)</b>
President	1	Bineeth Kuriakose (SAM)
General Secretary	3	Maryam Lotfigolian (TKD)
Treasurer	1	Ebrahim Ghorbani (TKD)
Public Relations Officer	2	Stefan Brenner (SAM)
Events Officer(s)	2	Sarjo Kuyateh (HV) & Rosa Martínez-Cuadros (HV)
Institutional Liaison Officer	2	Shervin Holm Bukhari (HV)

Roles with a single nomination were elected unopposed. The General Secretary and Public Relations Officer roles were contested, with outcomes decided by member vote. The Events Officer position, for which two seats were available, was filled by the two nominated candidates. For the Institutional Liaison Officer role, two candidates were nominated for two available seats; one candidate was elected and other got disqualified by the IEC following the statutes, and hence one seat remains vacant. The incoming elected Board can determine how to address this vacancy at its first formal board meeting.

The elected Board comprises 4 men and 3 women, includes 2 postdoctoral researchers and 5 PhD candidates, and represents three faculties at OsloMet.

# Challenges and Lessons Learned

## Challenges

### *Re-establishing the Organisation from Scratch*

One of the primary challenges during the establishment phase was rebuilding RISE in the absence of documentation from previous boards. With limited access to historical records, procedures, and institutional knowledge, the Interim Board had to develop many of the organisation's structures, routines, and processes from the ground up. This made the initial phase more time-consuming than anticipated and underlined the importance of systematically documenting organisational knowledge for the benefit of future boards.

### *Access to Member Contact Information*

Obtaining contact information for PhD candidates, postdoctoral researchers, and other eligible members proved challenging, particularly across certain PhD programmes. Multiple rounds of communication and coordination with administrative and IT units were required to establish mailing lists and distribution channels. While these contact routes are now in place, maintaining accurate and updated membership lists will require ongoing collaboration with doctoral programmes and relevant administrative units.

### *Navigating Institutional Procedures*

Understanding OsloMet's administrative procedures related to event planning, catering, budgeting, and communication required considerable effort during the establishment phase. Experience has shown that these processes become significantly more manageable once the relevant procedures and points of contact are established, and this institutional knowledge has been documented for the benefit of the incoming Board.

### *Building Awareness and Engagement*

As a newly revived organisation, RISE faced the challenge of building visibility and awareness among its membership. Communicating the purpose and value of the organisation, recruiting board candidates, and encouraging active participation required sustained effort throughout the interim period.

## Lessons Learned

### *Early Planning is Essential*

Organising events, securing venues, arranging catering, and coordinating with stakeholders — including doctoral programmes — requires more lead time than initially anticipated. Early planning reduces administrative pressure, allows for better coordination, and increases the likelihood of successful outcomes.

### *Early Distribution of Invitations*

Sending invitations and promotional materials well in advance is critical for maximising participation. PhD candidates and researchers have demanding schedules, and providing sufficient notice allows members to plan their attendance effectively.

### *Importance of Documentation*

The absence of historical organisational records highlighted the need for systematic documentation of procedures, routines, and decisions. Future boards will benefit from clear and accessible documentation covering meeting routines, event planning procedures, financial practices, and role descriptions. This report is intended as a contribution to that institutional memory.

### *Developing Practical Guides and Protocols*

The Interim Board identified the value of creating practical guides and protocols for recurring tasks. Such resources simplify future board transitions, reduce reliance on individual institutional knowledge held by outgoing members, and support organisational continuity over time.

# Looking Ahead

The conclusion of the Interim Board period marks a significant milestone for OsloMet RISE. In six months, the organisation was reactivated, governed, and brought to a point where a democratically elected board could take over. What began as a transitional structure has laid the groundwork for a sustainable, member-driven organisation.

## Transition to the Elected Board

The incoming elected Board is expected to assume its responsibilities in August 2026. The Interim Board will ensure a structured handover, including transfer of all documentation, meeting minutes, financial records, and ongoing commitments stored in the OsloMet RISE Teams repository. The Interim Board Report serves as the primary reference document for this transition.

The incoming Board will assume responsibility for two ongoing Task Groups, Task Group 3 (Mental Health and Wellbeing of PhD Candidates) and Task Group 4 (Mapping Democratic Bodies at the University) and should prioritise receiving and acting on all Task groups' findings at the earliest opportunity.

The incoming Board will also note that one Institutional Liaison Officer vacancy remains unfilled. The Board is advised to assess the scope and requirements of this role and fill the vacancy through an appropriate process at or following its first formal board meeting.

## Suggestions for the Incoming Board

Building on the foundation established during the interim period, the incoming Board is encouraged to pursue the following priorities:

- Establish and consolidate OsloMet RISE as a stable, representative, and formally consulted body in university decision-making processes affecting PhD candidates, postdoctoral researchers, and other temporary researchers
- Strengthen structured collaboration with the rectorate, faculties, and PhD programmes
- Advocate for the rights, professional development, and working conditions of temporary researchers at the university
- Strengthen ties with relevant national organisations and early-career researcher networks at other Norwegian universities, with a view to developing collaborative events and shared initiatives

## Closing Remark

OsloMet RISE enters its next chapter with a clear mandate, an approved governance framework, and an elected board ready to carry the organisation forward. The work of the Interim Board has been to build what did not exist, and the task of the elected Board is to build on it.