

# Application for Funding

UiBdoc, September 2019

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This is the application for funding for UiBdoc for the academic year 2019/2020. The costs are grouped into four categories: career development, community building, PR, and member care. In total we are applying for 355 300 NOK, which is split as follows:

<b>Career Development</b>	Transferable skills workshops: food and PR	52 500
	Speakers from abroad for two workshops	30 000
	Speaker salary for two workshops	40 000
	Database initiative	6 800
	Industry event	31 500
	<b>Total:</b>	<b>160 800</b>
<b>Community Building</b>	Social events	<b>16 000</b>
<b>PR</b>	Branding	20 000
	Promotional material	8 500
	Kakemono	4 000
	Website	21 000
	<b>Total:</b>	<b>53 500</b>
<b>Member Care</b>	Teambuilding, food, etc.	<b>125 000</b>
<b>Overall Total:</b>		<b>355 300</b>

We motivate the expenses and describe how the funds will be allocated below. More information about UiBdoc and our activities is available in the attached report, which is also available at <https://uibdoc.no/documents/> together with our statutes.

# Career Development

## Transferable skills workshops

UiBdoc has previously held workshops on Python programming, which is a set of tools useful to scientists processing and/or analyzing data. For the academic year 2019/2020 we are planning 5 workshops on transferable skills, e.g., time and project management, conflict resolution, communication and presentation, and how to interact with potential employers. We are planning to hold the first workshop in late October. For each workshop we target having approximately 50 participants. The base cost per workshop is 10 500 NOK, which includes food for the participants and event promotion.

Since career development initiatives targeting academia in Bergen are in their early stages we would like to invite speakers from abroad for two of the workshops. We believe that learning from institutions that are operating career development initiatives at a large scale is critical for building similar initiatives here in Bergen and that these workshops will have an especially big impact. For example, University College London has an extensive career development initiative for academics. For these workshops we would also encourage policy makers at UiB to join. We estimate that covering flight, hotel, and dinner will cost about 15 000 NOK per event. Furthermore, based on experience from the Simula Research Lab, where international speakers are frequently invited, we estimate that paying a salary to the speakers will cost 20 000 NOK per workshop. This includes preparation time.

### **Total cost:**

- 10 500 NOK for each of the five workshops for food and promotion.
- 15 000 NOK for each of two of the workshops to cover flight, hotel, and dinner for a speaker from abroad.
- 20 000 NOK for each of two of the workshops to cover speaker salary.

Hence, the total cost is 122 500 NOK.

## Database initiative

During discussions with the Bergen Chamber of Commerce (BCC) it became apparent that companies work with researchers at UiB through the BCC. However, they work with a very limited number of researchers since they do not know who to contact within UiB. Hence, to facilitate a connection between researchers and industry we have built a database where researchers and companies can sign up, indicating their interests and background. We are applying for the funds required to maintain and promote the database.

**Total cost: 6 800 NOK**

## Industry event

One of our main goals is to bridge the gap between industry and academia. Hence, we are planning a networking event where we will invite early-stage researchers and industry representatives. To maximize the impact of the event it will coincide with the launch of the aforementioned database, which we believe will attract more people to the event and effectively advertise the database. We are applying for funds to cover food and venue.

**Total cost: 31 500 NOK**

## Community Building

### Social events

UiBdoc organizes regular social events, e.g., playing shuffleboard, quizzing or barbecuing, for its members. These informal events are great venues for networking and making new acquaintances, especially for new employees. We target organizing 16 of these events over the academic year 2019/2020.

**Total cost: 16 000 NOK**

## PR

### Branding

A brand has great emotional impact and can significantly affect expectations and the experience partners, organization members, and the public have when interacting with organizations. An important aspect of branding is the visual identity, i.e., the visual aspects of branding, which includes logo design, fonts, photos, and graphical elements used. A visual identity also presents a unified and holistic identity. As part of our branding we want to create a visual profile for UiBdoc. We have been in contact with designers to estimate the cost.

**Total cost: 20 000 NOK**

### Promotional material

This includes t-shirts for members working at our events, and gifts for speakers. Besides strengthening our brand, it makes it clear who is part of the organizing team during events.

**Total cost: 8 500 NOK**

## Kakemono

A kakemono is a large canvas banner with stand to be used during events to promote the organizers.

**Total cost: 4000 NOK**

## Website

A great website is both a valuable communication channel and a key branding component. Furthermore, since privacy is becoming an increasingly important concern, we want to lessen our dependence on Facebook, which we have often relied on for communication and promotion. However, building a website that can be managed and maintained in a secure and reliable manner by people without specialized skills is challenging. For these reasons we want to outsource designing an updated website for UiBdoc to professionals. We estimate the cost of designing the website to be a one-time cost of about 20 000 NOK and that maintaining it will cost an additional 1000 NOK per year.

**Total cost: 21 000**

## Member Care

UiBdoc is dependent on volunteers who spend a significant amount of time working in UiBdoc, e.g., to organize workshops or social events. To attract people and keep them motivated, it is important that working in UiBdoc is rewarding and enjoyable. For this reason, and to strengthen the sense of community and cooperation among the active members in UiBdoc, we are applying for funds for member care. This includes paying for food during meetings, and team building events.

The board is currently composed of 7 members, with an additional 12 members in the working groups. Since we are actively recruiting more members, we are applying for member care for 25 people. We are applying for 5000 NOK per member. Hence, in total we are applying for 125 000 NOK.

For reference, we estimate the cost of hiring and paying salary to everyone actively involved in UiBdoc. We estimate that board and working group members spend on average about 15h and 5h per month, respectively, for 10 months per year on working in UiBdoc. Assuming a salary of 245.74 NOK per hour, which corresponds to rank 54 on the pay scale, the total cost of employing these people would be about 400 000 NOK per year.

# Budgets of Other Norwegian Doctoral Associations

The Norwegian umbrella organization of doctoral associations, Stipendiatorganisasjonene i Norge (SiN), has compiled an overview of the budgets of the corresponding associations at other Norwegian universities. We summarize the overview below. In all cases the funding is from the university at which the organization is active. SiN in turn received 350 000 NOK in funding from Kunnskapsdepartementet during 2018.

SiN and the other Norwegian doctoral association only consist of a board, as opposed to UiBdoc, which is composed of multiple working groups targeting specific issues (e.g., career development) in addition to the board. As a result, UiBdoc has many more members actively engaged in the organization and has the capacity to organize larger events.

## **Budget overview:**

- UiOdoc (University of Oslo): 250 000 NOK/year. Includes board member compensation.
- DION (Norwegian University of Science and Technology): 665 000 NOK/year. Includes two months project extension for the president of DION and one month project extension for other board members. The university also employs a person in a 25% position for handling accounting and administration for DION.
- TODOS (The Arctic University of Norway): 250 000 NOK/year. Includes board member compensation.
- SoDoC (Norwegian University of Life Sciences): 190 000 NOK/year. Includes a total of 3.5 months project extension for board members.
- UiSDC (University of Stavanger): 50 000 NOK/year for events. In addition, board members are compensated with a total of 31 weeks of project extension.

The full overview is available on page 8 of the report at the link below. The budget of SiN is available on page 9 of the report.

[http://stipendiat.no/docs/reports/20180327\\_no\\_aarsrapport.pdf](http://stipendiat.no/docs/reports/20180327_no_aarsrapport.pdf)