

Mottak, integrering og sosialisering ved MatNat

av

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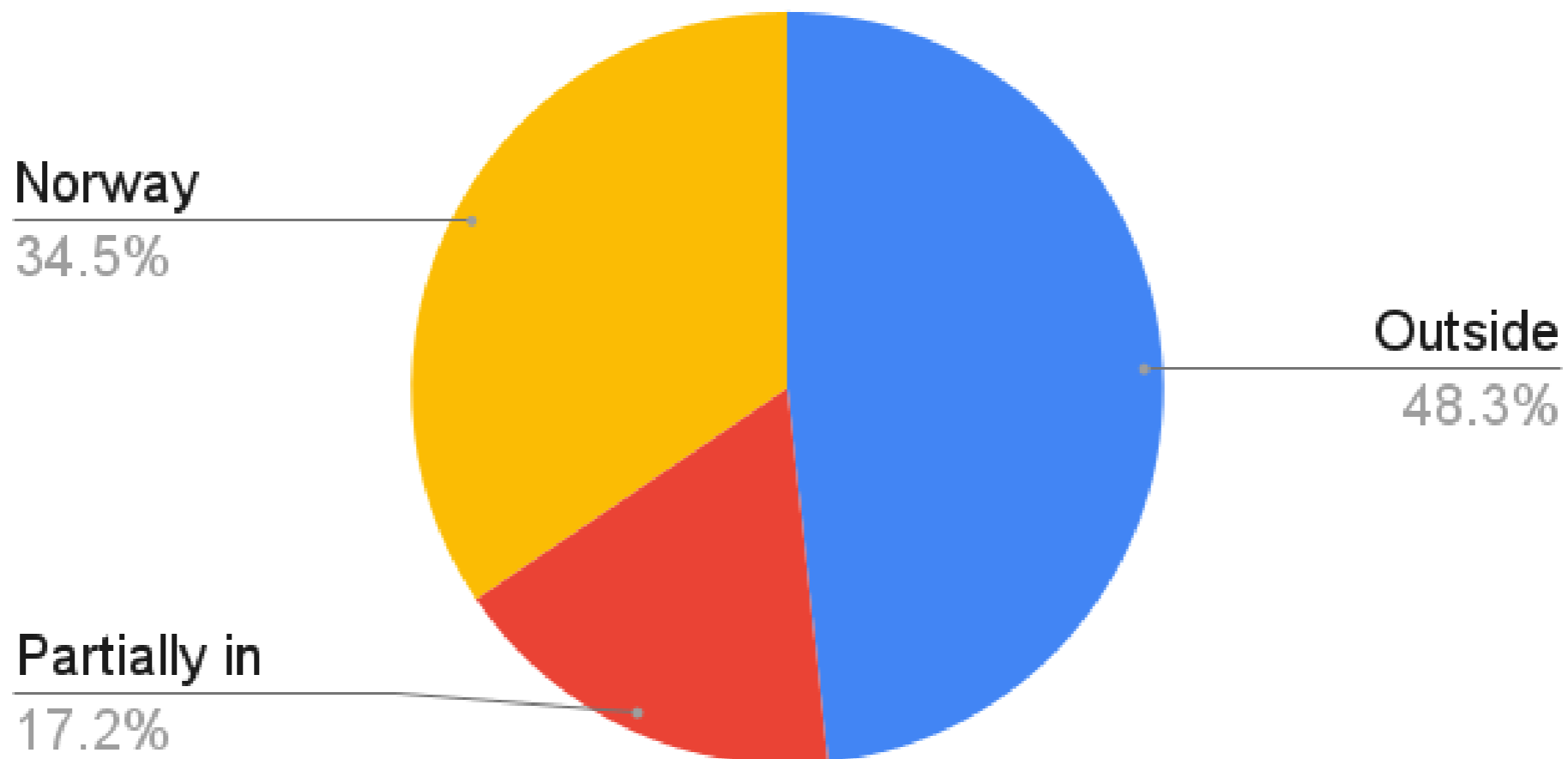
Hva handler spørreundersøkelsen om?

- Hva slags forventninger hadde PhD kandidatene til oppstart
- Hvordan oppleves mottak, integrering og sosialisering - spesielt under pandemien
- Hva trengs for at internasjonale kandidater skal føle seg integrert
- Hvordan kan UiO hjelpe kandidater returnere til arbeidsplassen etter pandemien
- Hvordan oppleves informasjonsflyten
- Hvordan kan UiO fange opp kandidater som føler utenforskap

Hvem svarte på spørreundersøkelsen?

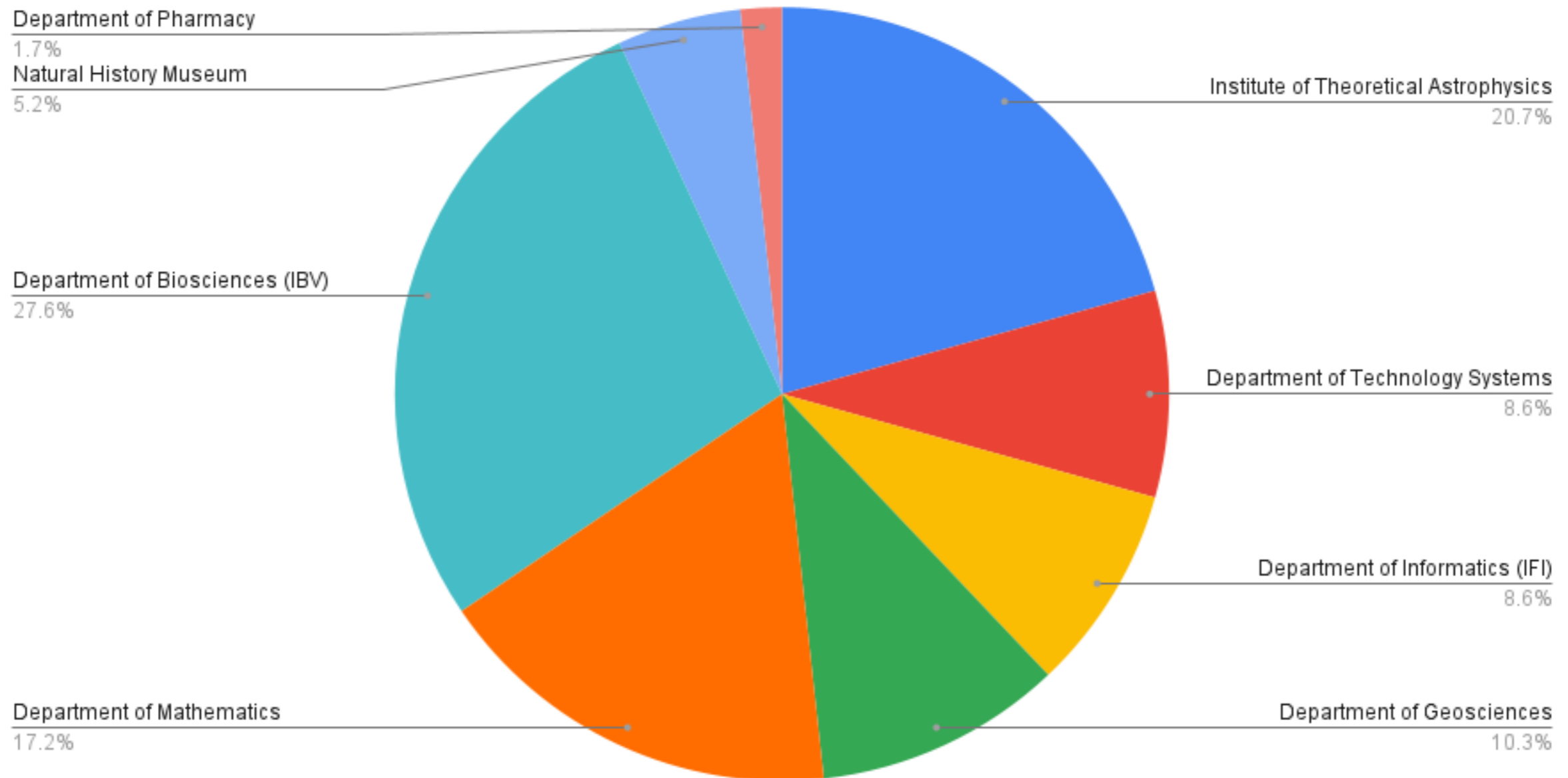
dem hadde 48.3 % tatt hele bachelor- og mastergraden i utlandet, mens 17.2 % tok deler av

Did you take your Bachelor and Master Degree in Norway or outside Norway



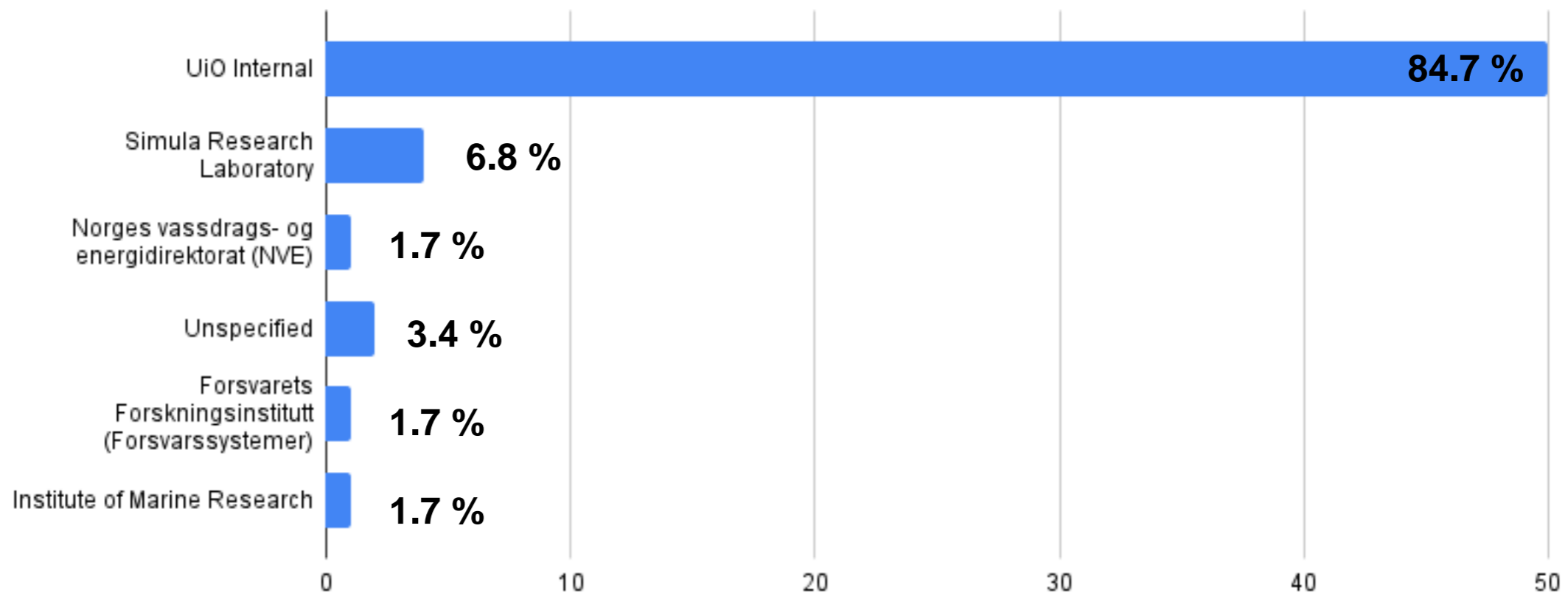
Fra hvilke institutter fikk vi mest tilbakemelding fra?

Which department at UiO are you affiliated with?



Fordeling av interne ved UiO og eksternt ansatte

Are you internally employed at UiO? If external, from where are you hired?



Hvilke forventninger hadde kandidaten til mottak, integrering og sosialisering

Sosiale
arrangementer

Bli introdusert til
kollegaer

Omvisning på
arbeidsplassen



Få nødvendig
informasjon

Fadder-system

Studieprogram

Hvordan opplever kandidatene mottak, integrering og sosialisering



Hvordan opplever kandidatene mottak, integrering og sosialisering

Mangel på sosialisering

Før og etter pandemi
Forskningsgrupper og
“gradforum” på IBV
Mange er fortsatt nye på
kontoret



Mangel på informasjon

Mailinglister, teams og andre
systemer
Kontor og datamaskin
Vite hvem å henvende seg til



**Integrering
av internasjonale**

Hvordan opplever **internasjonale** kandidater mottak, integrering og sosialisering



Kurs i norsk

Dekket av universitet
Lite utbytte
Kollegaer snakker norsk



Informasjonskanal/-kontor

Personnr, bank, fastlege
Bolig
Arbeidskultur

Hvordan kan UiO hjelpe kandidater tilbake på arbeidsplassen

Praktisk

COVID
Sosiale soner
Noise cancelling

Arrangementer

Kaffe, lunsj,
foredrag etc



Mottak

Fysisk møte og mingling
Introduksjon organisasjoner
Følge opp

PhD kohort

Opprette gruppe
Dele kontor

Fikk kandidatene den informasjonen de trengte ved oppstart?

Did you receive necessary information regarding the phd program at the start?

N/A

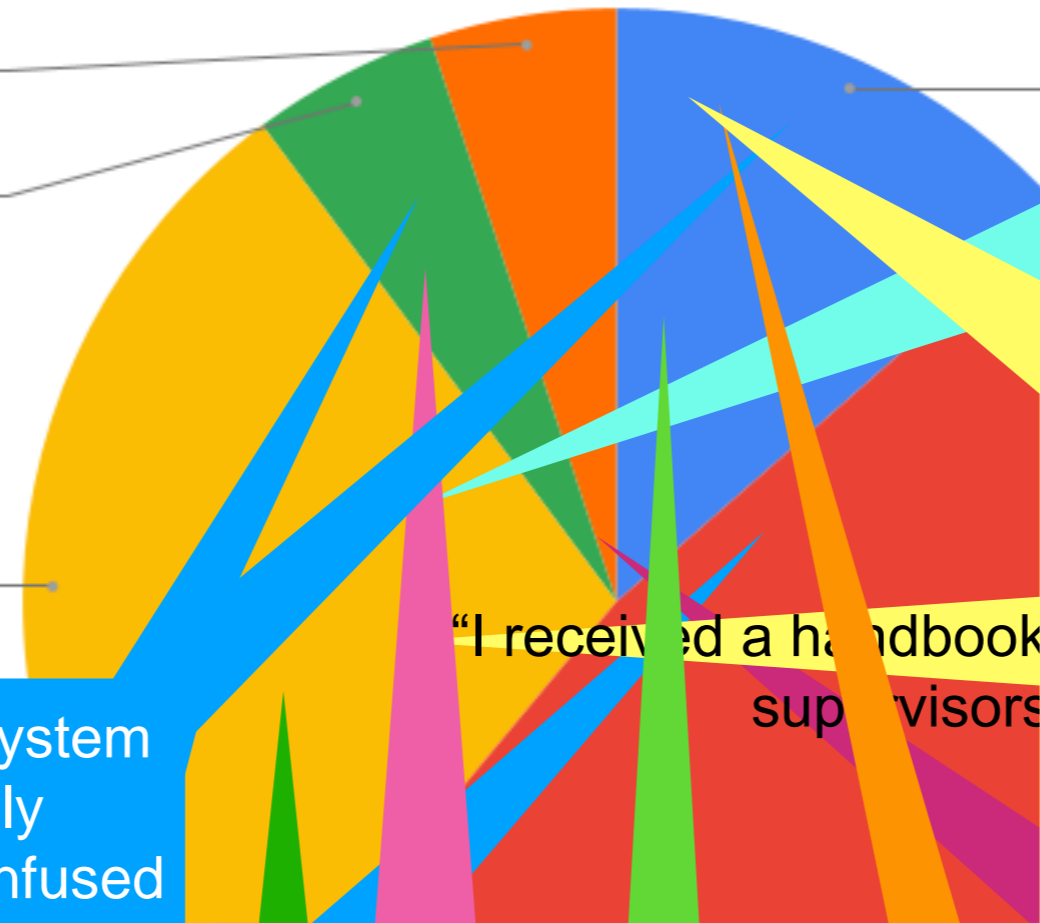
5.1%

Barely

5.1%

Yes, to some extent

28.8%



“It was patchy, so yes and no.” (IBV)

“The department communication with new PhD candidates is quite poor.”

Also, it was quite challenging to get access to even university computers and infrastructures when I first started the PhD program” (IBV)

“I did not know how the system worked and found it highly confusing and am still confused as to whom I am supposed to address administrative or other questions to.” (GEO)

“Honestly I still don't know if I know everything I should know.” (IBV)

“Communication about enrollment, guidelines, the educational component etc. was very sparse.” (NHM)

“I did not know the exact requirements required to complete a PhD...” (ITS)

“I received a handbook from supervisors” (IBV)

“What would be in form of a... could benefit from a more... expressed who I am... other with... updates... ct” (AST)

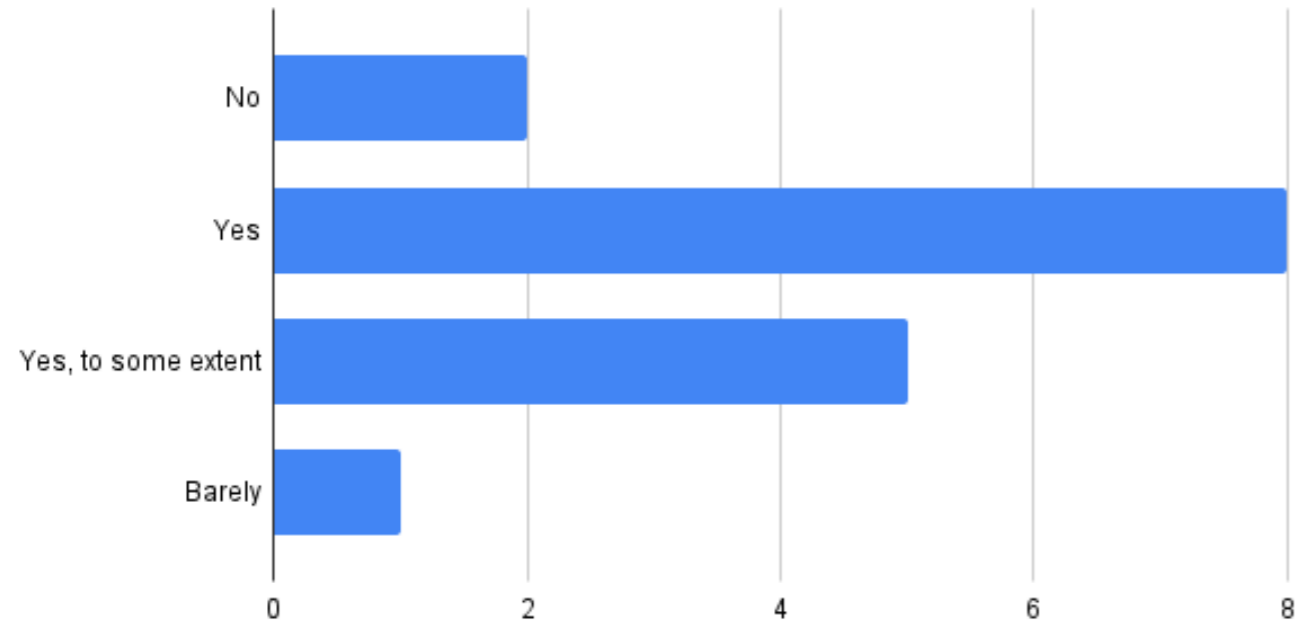
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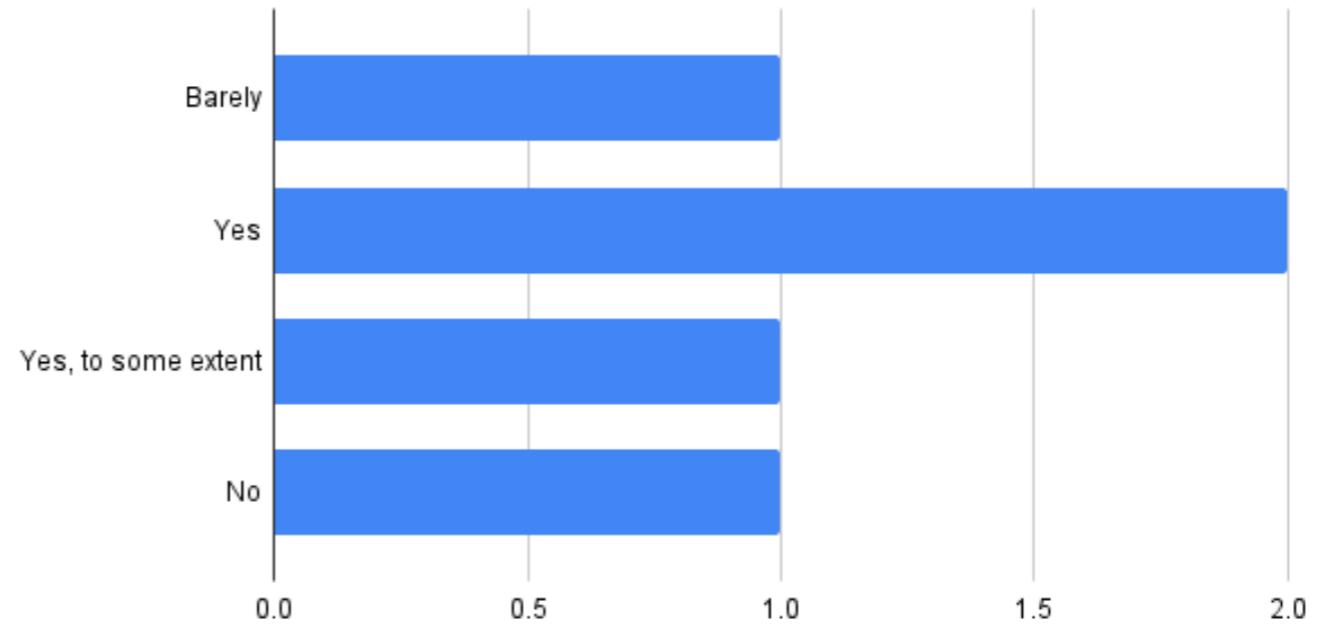
“Communication about enrollment, guidelines, the educational component etc. was very sparse.” (NHM)

Fikk kandidatene den informasjonen de trengte ved oppstart? Fordelt på institutter

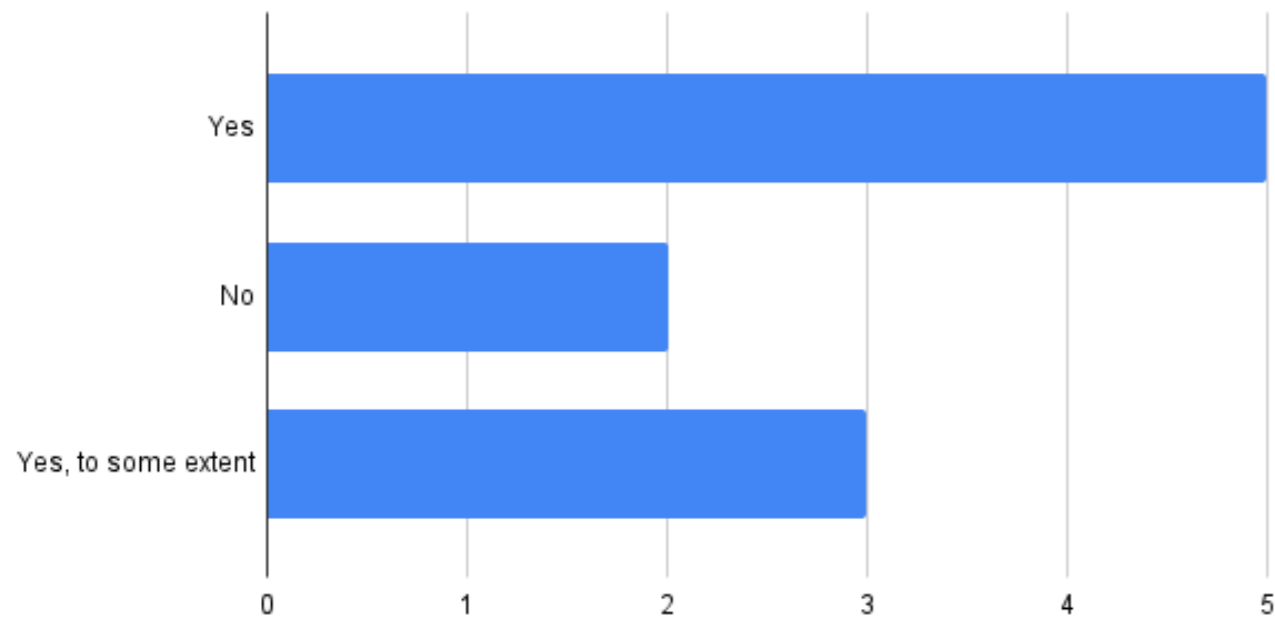
Did you receive necessary information regarding the phd program at the start? - IBV



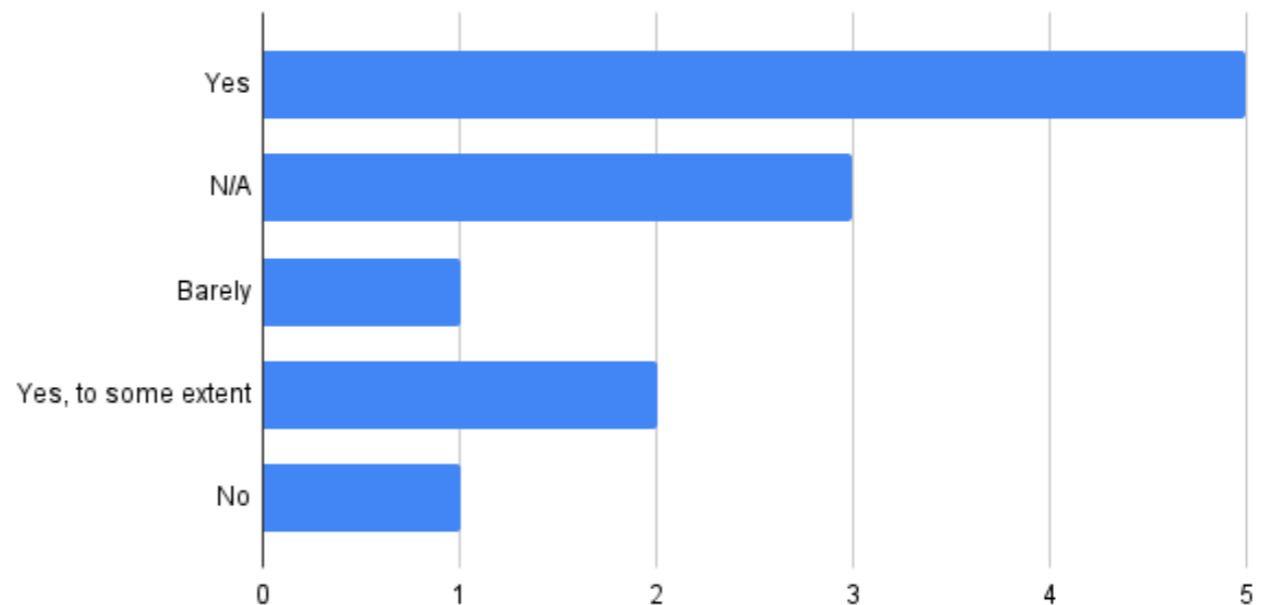
Did you receive necessary information regarding the phd program at the start? - ITS



Did you receive necessary information regarding the phd program at the start? - MAT

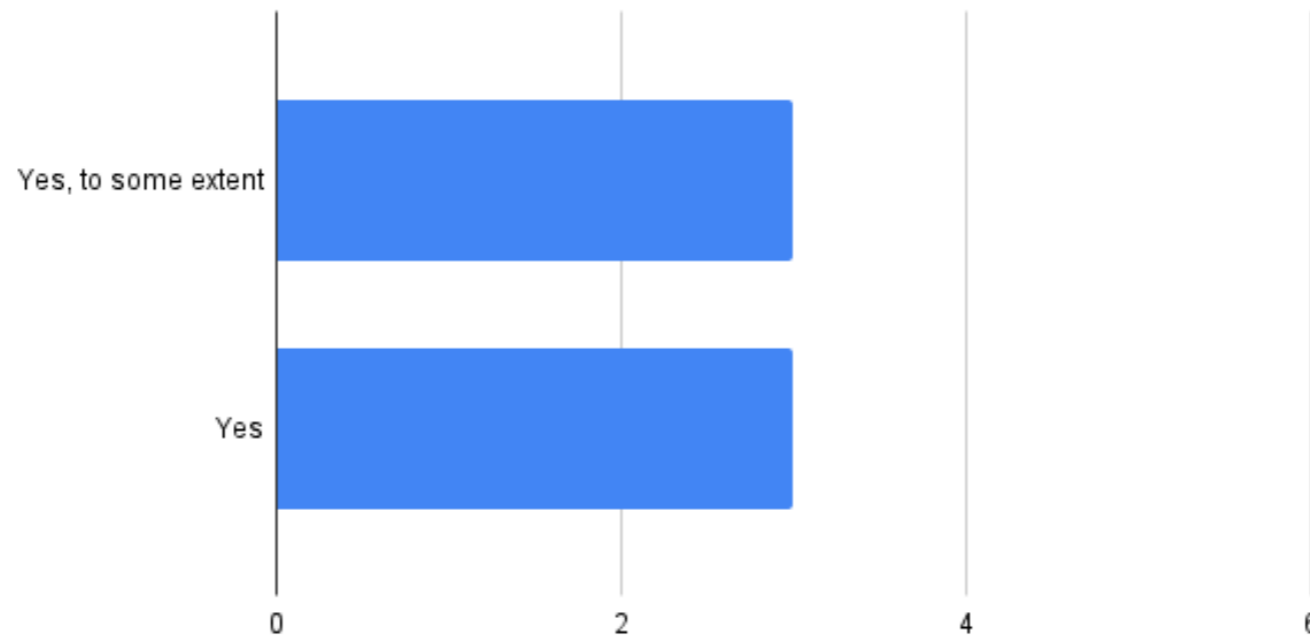


Did you receive necessary information regarding the phd program at the start? - ITA

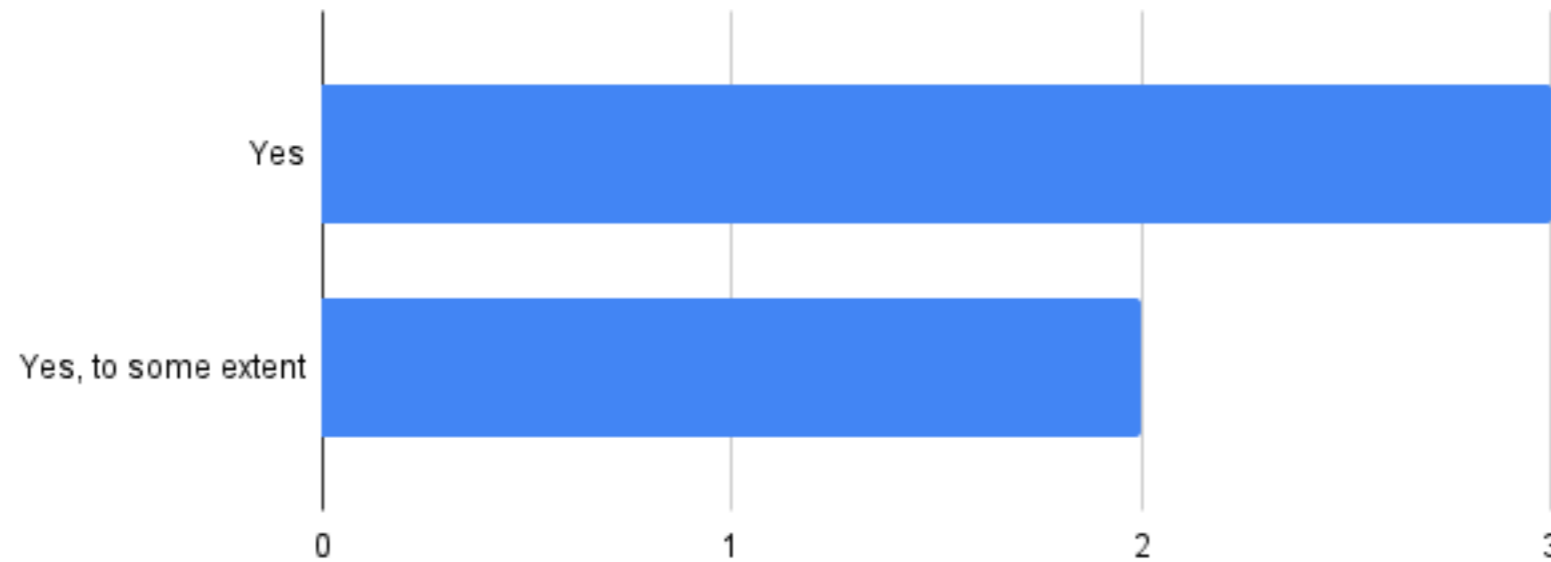


Fikk kandidatene den informasjonen de trengte ved oppstart? Fordelt på institutter

Did you receive necessary information regarding the phd program at the start? - GEO



Did you receive necessary information regarding the phd program - IFI



Har kandidatene hørt om ForVei, Si fra-systemet og Enhet for bedrifthelsetjeneste?

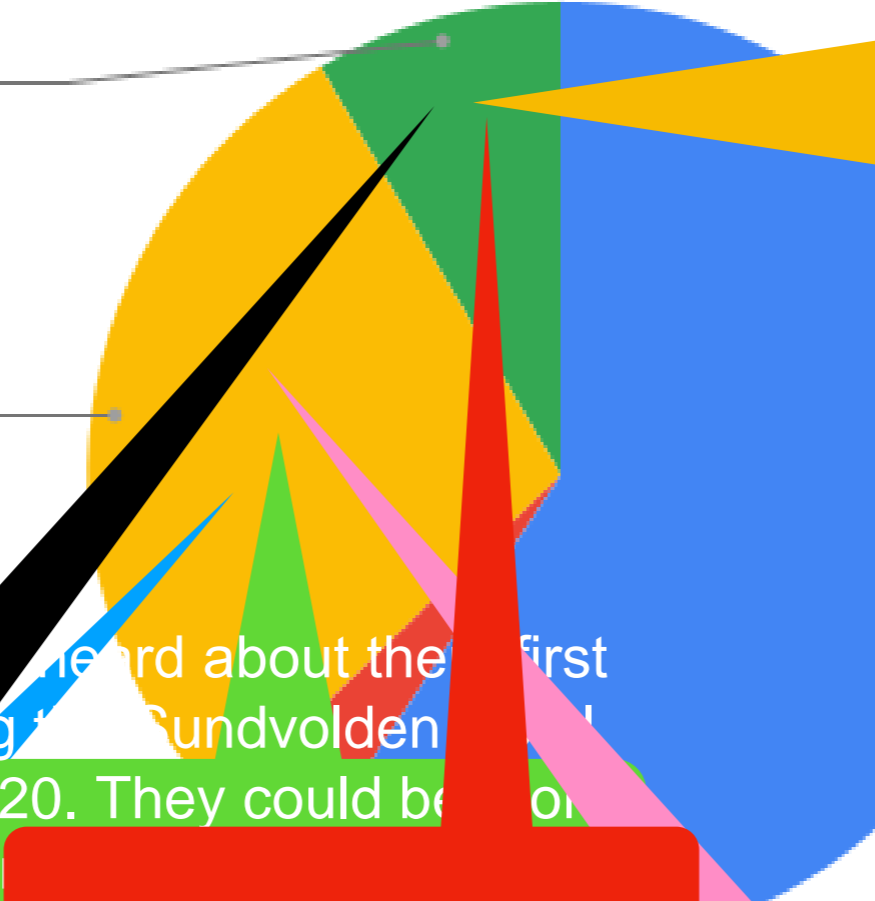
Have you heard about ForVei, the speak up-system or the Occupational Health Service Unit?

Partially

8.5%

Yes

28.8%



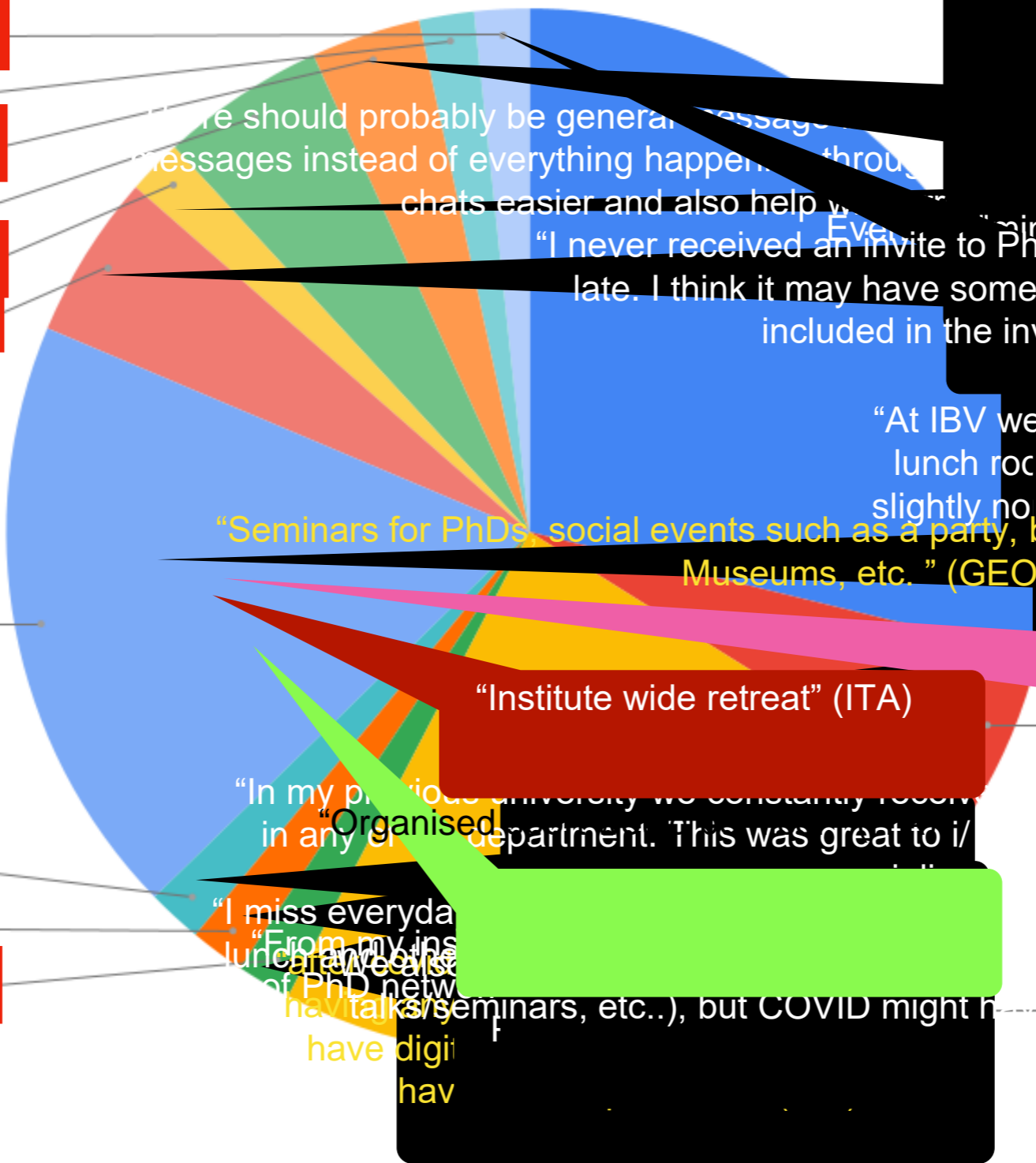
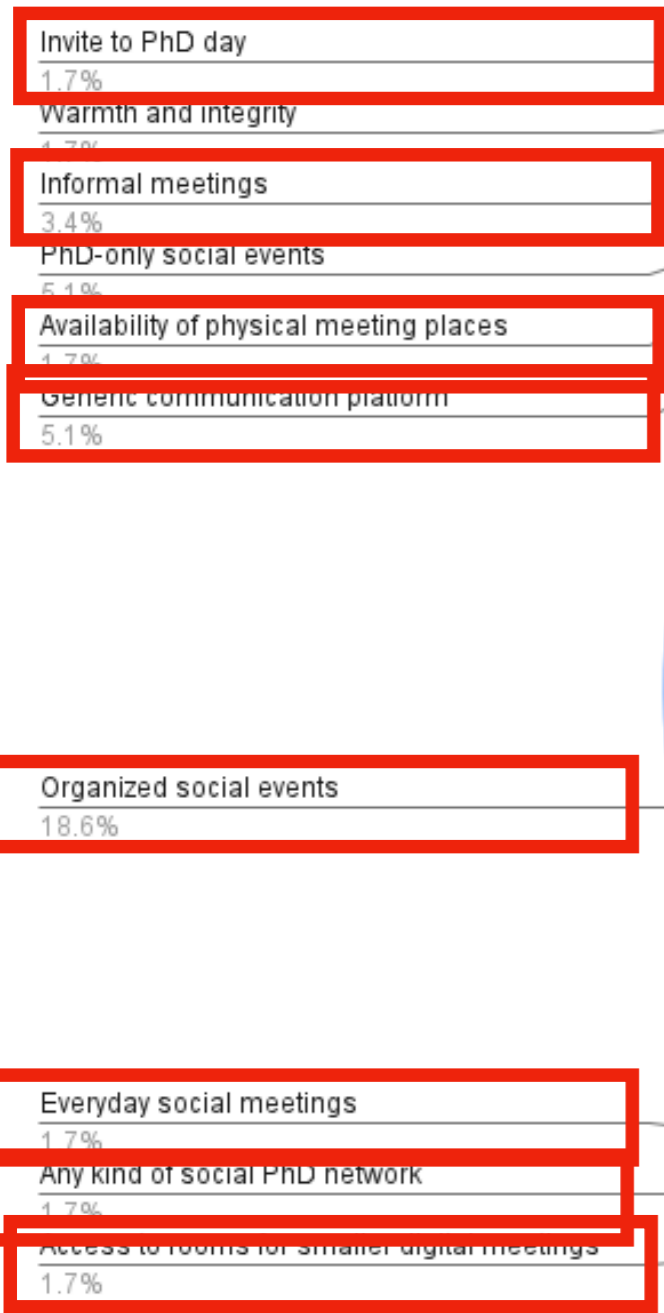
“Only about the speak-up system, but I don't think this kind of thing works, my supervisors are already so evasive when I try to discuss about how I have felt harassed by one project leader, the same goes with a PhD council leader and the 3rd semester committee, so I don't think there is any real support possible. It looks like a complicated procedure that distract you from the real problem of collaborating with mean persons, and would probably make me lose time. I think that people shouldn't need to go to a psychologist because of too much work pressure, rather the workplace has to change.” (MAT)

“I have read about ForVei
I have used the
Occupational Health
services (with good
results!), but I don't know about
system.” (ITA)

“I had not heard about
ForVei before this survey.
I had read about Speak-
up. I am not sure what
the Occupational Health
Service does.” (NHM)

Hva slags plattformer, arrangementer og møteplasser savner kandidatene?

Are there any types of platforms, events or meeting places you miss as a phd candidate?



"We also need physical meeting places that are not under constant surveillance."

"Maybe informal talk, very difficult to have in Norway..."

"I never received an invite to PhD Day. I found out about it too late. I think it may have something to do with NHM not being included in the invitation?" (NHM)

"At IBV we had a break room that was not a lunch room, slightly no..."

"Seminars for PhDs, social events such as a party, boardgame night, BBQ, visit to Museums, etc." (GEO)

"Institute wide retreat" (ITA)

"In my previous university we constantly received emails about seminars taking place in any of the department. This was great to i/ know about new stuff and ii/ possibly..."

"I miss everyday lunch and we also have talks/seminars, etc.), but COVID might have altered that here." (MAT)

...mails about seminars taking place in any of the department. This was great to i/ know about new stuff and ii/ possibly...

...talks, potlucks, non-research events, but COVID might have altered that here." (MAT)

Hvordan kan UiO hjelpe kandidater som føler seg utelatt?

- Sosiale arrangementer
 - Presentasjoner av kandidaters arbeid
 - “Shut up and write”
 - Seminarer
 - Lav-terskel-arrangementer
- Norsk kurs
- Sørge for å ha steder hvor kandidater kan møtes og snakkes uformelt
- Engasjer mer i oppstartsprosessen
- Senke forventninger til PhD-kandidater
- Hyppigere oppfølgingssamtaler
- Mentorprogram / buddysystem

“Not only hand out a booklet

“Generally, three or four years of contract is not enough to complete a PhD degree with three publications, especially in the biomedical sciences. Even though the PhD in USA is about 5-6 years most of the universities they do not demand that much publications and manuscripts from their PhD students. If you are doing also animal research in here, the official procedures take really long time and until you obtain your results from the animal experiments almost 1.5 years pass.” (IBV)

Hvordan kan UiO hjelpe kandidater som føler seg utelatt?

- Organisere PhD-kohorter
- Flere medarbeidersamtaler
- Forbered faste ansatte på hvordan å forholde seg til midlertidig ansatte fra land med relativt forskjellig kultur
- Subsidiere månedskort for UiO-ansatte
- Ha arrangementer som integrerer campus
- Spør "hvordan går det"
- Ha initiativer som dette på institutt

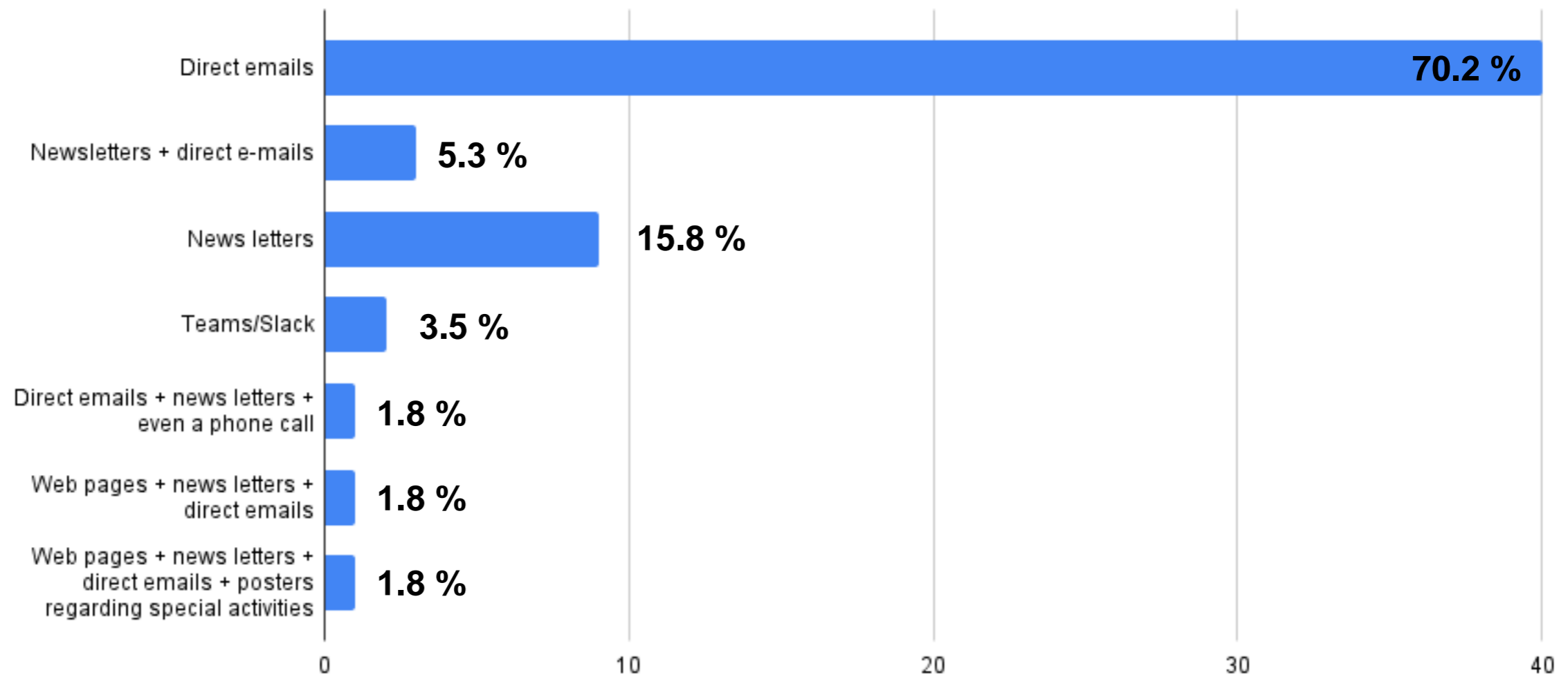
"I was part of a PhD cohort program, and maybe have a second meeting similar to the third semester meeting, but more focused about working environment" (MAT)

"I see also many people is used to the pyramid type of structure and it collides with the Norwegian flat structure. I did not know that I was supposed to work the same but in Kjeller until I came to the university/faculty. Just having someone send a message asking how it's going and saying "we miss you at the study hall" goes a long way." (ITS)

are not on Blindern a newsletter that is so efforts should be kept up!" (NHM)

Fra hvilke informasjonskanaler ønsker kandidatene helst å motta informasjon?

What kind of information channels should be used to reach out to candidates?



Forslag til konkrete tiltak



Institutt eller fakultet oppfordre til en positiv arbeidskultur



Offisiell sjekklister med informasjon nye PhD kandidater



Bli ordentlig introdusert



Sosiale arrangementer - egen komité?



Støtte til norskkurs



Fadder-system og PhD kohorter