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Year Report 2019

Young Academy Groningen Board

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1 Introduction

The Young Academy Groningen (YAG) is a group of ambitious and talented scholars who represent early career researchers (ECRs) and engage with the University of Groningen (UG) and beyond. Members are leaders in both education and research and support the four main missions of the YAG:

1. to stimulate dialogue and collaboration between disciplines, within and outside of the University of Groningen;
2. to give a voice to early-career researchers at the University of Groningen to influence policy;
3. to promote investment in the professional development of early career researchers at the University of Groningen;
4. to explore new approaches for connecting academia and society, with particular focus on the Northern Netherlands.

This year report provides an overview of the organizational processes and activities that have been led by the YAG in 2019. This year report illustrates the impact the YAG has made both within and beyond the UG.

In this report, the YAG also acknowledges that the operational model key to its success is challenged by the current corona crisis. Our members are keenly aware of the challenges imposed personally, educationally, and scholarly by the corona crisis and are committed to developing viable and flexible solutions that serve not simply to re-instate the status quo but instead to establish the UG as an innovative leader in the future of education and scholarship.

2 Membership, Organization, and Meetings

2.1 Membership

In 2019 [seven new members](#) joined the YAG, Sahar El Aidy (FSE), Shirin Faraji (FSE), Marijke Leliveld (FEB), Panos Merkouris (Law), Milena Nikolova (FEB), Judith Paridaen (Medical Sciences) and Jorge Pérez (FSE) were selected through our annual selection process. After four years (including the founding YAG members and three years of YAG-organized member selection rounds) the YAG consisted of 36 members. Member Nanna Hilton recently left the University of Groningen and with this also the Young Academy, bringing the number of members to 35.

Recently we completed our [2020 member selection](#) round, where seven new YAG members were selected for YAG membership, bringing the total to **42 members (see Appendix 1)**. Membership in the YAG is for a period of five years. This year we have reached the



maximum capacity of the YAG over its initial 5-year term. In 2021, YAG membership will decrease to a stable number of around 30 members per year once the five-year tenure of the founding YAG members is completed in September 2021.

2.2 Organisation

The Young Academy Groningen is headed by the YAG Board. From January to December 2019 the YAG board members were:

- Dr. Simon Friederich (Chair)
- Dr. Sonja Pyott (Vice Chair)
- Dr. Susanne Täuber (Board member)
- Dr. Gert Stulp (Board member)

From September 30, 2019, Dr. Simon Friederich stepped down from the function of chair, and Dr. Sonja Pyott took his place. Dr. Susanne Täuber took the position of vice chair, leading to the following composition:

- Dr. Sonja Pyott (Chair)
- Dr. Susanne Täuber (Vice Chair)
- Dr. Simon Friederich (Board member)
- Dr. Gert Stulp (Board member)

The YAG Board meets every two weeks to discuss the functioning of the YAG, activities, and handling any external and/or member requests. The Board is supported by the YAG coordinator, Dr. Alicia Brandt.

2.3 Working Groups and Highlights of achievements in 2019

The YAG is divided into [four working groups](#) (WGs) which directly link to the YAG's identity and mission statements and thus serve to put our ideas into action. Although members are free to be involved in all YAG projects, the project portfolios are managed by one of the four working groups, which is headed by a WG Chair. Each Board member is a member of one of the four working groups, which creates a direct line of communication between the YAG Board and the working group activities. The working groups are supported by the YAG coordinator, Dr. Alicia

Brandt, and throughout 2019 were supported YAG managing student assistant, Femke van Splunter and from August 2019 until present also by student assistant Nynke Douma.

Interdisciplinary Working Group

Highlighted events in 2019: This working group organized the [ECR Lunch](#) on interdisciplinary funding sources and how to write to them, the [University Colloquium](#) with Joshua Goldstein, the [Pint of Science](#) event on Sustainability and the Farewell symposium about the future of the SSH domain and the power of interdisciplinarity.

The interdisciplinarity working group is also responsible for the YAG Interdisciplinary PhDs portfolio and monitors the quality and progress of the PhD candidates and their projects. In 2019 and 2020, we consulted with the Dean of Graduate Studies on the topics of the PhD Scholarship programme and gave input for the document that was submitted by the UG for the new round of PhD Scholarship positions. The group also provided input on organizing PhD projects for other interdisciplinary organizations being set up within the University, including the teaching academy and the schools within the 2020 UG Strategic Plan.

Public Engagement Working Group

Highlighted Events in 2019: This working group organized the [Universiteit van Noorderzon \(see Section 3 for more details\)](#). They also contributed to events such as [Zpannend Zernike](#) on October 5th and 6th, 2019, the University Colloquium, Pint of Science and the [Nacht van Kunst en Wetenschap](#). Finally, they produced easy to grasp *videos* and *texts* to explain research to a wide, non-academic audience for the [Dagblad van het Noorden vlogs](#), [Universiteit van Nederland](#), [Universiteit van Nederland podcast](#), [Scholierenacademie MOOC on sustainability](#) and the upcoming Proverbs book.

The working group is considering six new Public Engagement activities for the new year: Noorderzon, Oerol, Wetenschapsfestival, Socrates, Wetenkapster and Audiotours museum (and are currently being reconfigured due to the corona crisis).

Diversity and Internationalization Working Group

Highlighted events 2019: This working group met with Frank Nienhuis on the Gender Pay Gap report on 4 November 2019 with the aim to make the report more transparent and clear about cross-faculty differences that can attribute to the report's results. The working group also met with Rob Noorda and Harrienne Termeer, to discuss developing a new Dual Career Programme for partners of academic staff. The YAG identified several areas that need improvement in the current programme and together with HR we hope to make a programme that is more tailored to the needs of partners.

The group organized a very [successful ECR lunch](#) on the topic of barriers to a diverse organization with Jasper Knoester, Susanne Täuber, Ella Sebamalai and Petra Rudolf as speakers. On October 10, 2019, the inaugural meeting of the Young Science & Engineering Network took place. Many members of our workgroup are involved in this, and it seeks to promote diversity by spreading information on how to succeed on the tenure track more effectively so that not only those "in the network" can do well.

Policy Working Group

Highlighted events in 2019: This working group organized a Plan S research lunch (for Deans, faculty funding officers, and policy workers from all faculties and from the university bureau) that culminated in a feedback letter to cOAlitionS. In response to the Van Rijn report, the group was in close contact with WO-in-Actie and organized a unique [opening of the academic year](#) with professors wearing red squares on their caps. The collaboration with WO-in-actie continued in an [ECR Lunch](#) on work pressure together with the Interdisciplinarity Working group in November. A successful ECR lunch was organized on the topic of evaluating research;

group discussion took place, and key outcomes were discussed with an NWO delegate who was present.

The working group has further committed itself to documenting cross-faculty differences in IUS Promovendi and Tenure Track regulations and, in collaboration with the Dutch National Young Academy, surveyed early-career researchers on shortening of the academic year. Together with Human Resources, the WG investigates work pressure among early-career researchers based on the Effortory employee surveys.

3 Structural Activities

Our annual YAG structural activities consist of (1) YAG member projects, (2) ECR Lunches and (3) PhD Projects.

3.1 YAG member projects

In 2019, a total of six member-led projects were organized. Another major project that was funded was the Noorderzon event (see below).

Applicant(s)	Project (€)	Outcomes
Jocelien Olivier	Neural Knitworks	<p>We visited two schools, one in Groningen (de Feniks, Gravenburg, 4-5 year olds) and one in Hoogezand (de achtbaan). We taught the school children about the brain, nerve cells and how everything connects, moreover we visited an extracurricular care (buitenschoolse opvang) at Zernike and explained them about the brain and the Neural Knitwork project. Besides children, we also actively promoted the project among biology students of the UG. We organized drinks and promoted the project. This all resulted in more than 150 neurons.</p> <p>We collaborated with Science LinX on the organization and financing of this project. ScienceLinX also promoted the project among people from Groningen by arranging knitting evenings at knitting shop “het Achterpand” and we were present on the national knitting day in the Suikerunie building. Also, a webpage was created to help with the project. Another 150 neurons were collected during these events. We made a piece of art by hanging all neurons in one big tree. People who visited the Aa-kerk during the Night of Art and Science could visit the tree. During the evening of the night of art and science, 4 neuroscientists (Sonja Pyott, Romy Smit, Carlien Wolters and Jocelien Olivier) were present to explain about the Neural Knitworks project. The aim was to promote brain research to the society. This mission was successful as we reached many people from all ages.</p> <p>We extended this event to Noorderzon, where it was also highly successful. Around 200 children made a neuron. A poster of the tree from the night of art and science was presented during this festival and we used some of the neurons made for this night to decorate the Noorderzon activity ‘Zenuwachtig wol’</p> <p>The project was broadcast at Oogtv and an article was written in Dagblad van het Noorden.</p> <p>Supports YAG Mission 4: connecting academia and society.</p>
Saskia Peels	Greek Gods	<p>In this project, a set of educational materials for secondary school children has been developed, between May and September 2019. This module, consisting of two lessons together called: <i>Aan wie moet ik mijn geitje offeren?</i> It’s main topic is Ancient Greek polytheism. The main audience is 12-16 year old pupils of pre-university education. In total, 45 sets of printed materials have been produced (now sold</p>

		<p>out!), digital copies are distributed to other interested teachers from now on.</p> <p>The project came to be in cooperation with the Scholierenacademie (UG) and a student assistant. The educational materials have been presented at the VCN Nazomerconferentie and the Expertisecentrum Vakdidactiek Noord. The Scholierenacademia is promoting the module on their website and through LinkedIn and other communicative channels.</p> <p>The requested budget was used for the student assistant, an illustrator and printed materials. Extra costs were made, and almost all these costs were covered by the Scholierenacademie.</p> <p>With the help of the student-assistant, engaged through the YAG subsidy, and the help of of the Scholierenacademie, an activity for the YAG's Noorderlichten: De Universiteit van Noorderzon was developed, called: Op zoek naar Griekse goden: puzzelen, graven en ontcijferen, also on Ancient Greek polytheism, but aimed at primary school children (6-12).</p> <p>Supports YAG Mission 4: connecting academia and society.</p>
<p>Martijn Wieling</p>	<p>Lowlands Science</p>	<p>The YAG funds were used for conducting public engagement activities by Martijn Wieling and his student Gregory Mills at the Lowlands Science experiment 'Hoe ontstaat en verandert taal?' The funding was used as a partial contribution towards the purchase of equipment necessary for the experiment (audio recording equipment), the car rental for transport of the team to Lowlands, and the creation of a movie about the Lowlands Science experiment. This was the second time that a UG team was present at Lowlands Science (Wieling and team were also present in 2018), also made possible by the YAG contribution.</p> <p>At Lowlands Science, the team investigated a novel spoken interaction game how a language originates and if speech changes by participants adjusting their speech to one another. Initial results show that participants showed convergence in their speech even after a game of only 15 minutes. Particularly, the utterances of "KA" were more similar at the end of the experiment than at the begin of the experiment for the majority of speaker pairs. At present, we are working on a submission to the International Seminar on Speech Production 2020 in Providence, USA. In addition, the project has received attention from various national media:</p> <p>The results of the project enabled the fourth mission of the YAG: "to explore new approaches for connecting academia with society". In addition, it contributed to the third mission of the YAG: "to promote investment in the professional development of early career researchers at the University of Groningen".</p>

<p>Bettina Reitz Joosse</p>	<p>Digitizing Fascist Latin Texts</p>	<p>The objective of the project is to create a fully operational digital library of fascist Latin texts from the period of 1922-1943 with at least the following content: The source texts in their original languages, supportive visual materials, English translations, brief introductions to each text or group of texts and relevant metadata.</p> <p>The aim of the library is to preserve these texts in a durable and transferable form, to make them available, in a scholarly and responsible way, to a diverse public of academics, students and interested laymen and present them in their historical and cultural context.</p> <p>The project ties into three of the YAG missions by making the texts available for interdisciplinary use, offering a ReMA student the chance to gain experience in an international research project as well as the opportunity to use these materials for their own research, and by making these texts and their context available not only to academics but to the general public.</p> <p>This project is ongoing. Supports YAG mission 1 – cooperation across disciplines, mission 3- professional development of early career researchers and mission 4 – connecting academia and society.</p>
<p>Susanne Täuber and Nanna Hilton</p>	<p>Experiences of harassment among staff at UG</p>	<p>The project is an exploratory study of experiences of harassment among staff members at the University of Groningen. The project aims to get an understanding of employees' exposure to harassment.</p> <p>The project ties into the broader goal of the YAG's diversity and internationalization working group to "promote and maintain the university's diversity and inclusivity of all academics, with a specific focus on early-career researchers" and specifically "to identify issues that may be at the root of inequality related to gender, nationality, race, religion, language"</p> <p>The project is ongoing. Supports YAG missions 2 – influence policy and 3- invest in the professional development of early career researchers.</p>
<p>Jan Willem Bolderdijk, Nanna Hilton and</p>	<p>The truth about proverbs</p>	<p>The Dutch language features a rich collection of proverbs, such as "Al is de leugen nog zo snel, de waarheid acherhaalt hem wel" and "Zoals de waard is vertrouwt hij zijn gasten". Proverbs capture folk wisdom and have been around for ages. But can we still trust them today? The "proverbs" book aims to find out. Young researchers, applying state of the art knowledge of their respective disciplines, will discuss the validity of specific proverbs. Thanks to the funding provided, the promotional booklet has been printed and distributed at various occasions, including during the new member inauguration ceremony.</p> <p>Seven chapters have been written. This project requests funding to pay for the remaining 13 chapters of the book. This project is ongoing. Supports mission 3 – invest in the</p>

		professional development of early career researchers and 4 – connecting academia and society.
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YAG at Noorderzon

From 16-20 August 2019, Young Academy Groningen hosted Noorderlichten: Universiteit van Noorderzon at the Noorderzon Festival in Groningen. The activities hosted were a science fair with multiple activities for children 6 and up during the day, and four mini-lectures of 15 minutes in the evening, aimed at everyone 12 years and up. Young Academy members and other scientists in their network used their expertise to create a fun and educational activity from diverse disciplines for all the little scientists from Groningen and beyond and provided short educational talks on a multitude of topics for a broad audience.

Day Activities:

- ‘Design your perfect garden’ by Sander van Lanen
- GEN.ERATE: Science LinX
- Pregnancy Quiz: ‘What’s right and what is wrong?’ by Jocelien Olivier, Lillian Peters and Stella Weiland
- ‘Zo ouder, zo kind’ by Jennifer Klop-Richards and Anouk Sluiter-Oerlemans
- ‘In the Wheelbarrow with Einstein’ by Diederik Roest
- ‘Improving Donor Organs’ by Cyril Moers
- ‘Is this right?’ by Tina Kretschmer’s team
- ‘Follow the Turtle by their DNA’ by Andrea Cabrera
- ‘Finding Greek Gods: puzzle, dig and decipher’ by Saskia Peels and Tim de Groot
- ‘Snack Time’ by Jan Willem Bolderdijk and Jan Koch
- ‘Happytown: Building a child-friendly city with LEGO’ by Ward Rauws and Mohamed Saleh
- ‘Neural Knitworks’ by Jocelien Olivier and Wanda Douwenga
- ‘Help the doctor, look at the brain’ by Anouk van der Hoorn
- ‘Crack the Code of Life: What do you know’ about DNA by Judith Paridaen
- ‘The Rubber Arm Illusion’ by Warner Hoornenborg
- ‘Magical Molecules’ by Marleen Kamperman and Anita Nagelkerke
- ‘Can we guess where you’re from?’ by Nanna Hilton and Eva Smidt
- ‘Language from Ear to Eye’ by Leanne Nagels with SemCogKids

Mini Lectures:

- ‘A future-proof city: How do we make a good city for an unknown future’ by Ward Rauws
- ‘The effects of learning a new language at an older age’ by Merel Keijzer
- ‘About perceiving and not perceiving’ by Iris Sommer
- ‘Are criminals taking over the Netherlands?’ by Michel Vols
- ‘Never waste a good crisis’ by Melanie Bakema
- ‘The social impact of your toilet paper’ by Nienke Busscher
- ‘Indiana Jones, Nazi’s and Migrations’ by Daan Raemakers
- ‘Rowing in antiphase – a myth or a possibility?’ by Laura Cuijpers
- ‘The Braincomputer’ by Niels Taatgen
- ‘A place for energy transition: the transformation of your backyard’ by Christian Zuidema
- ‘Watching chemistry happen with light’ by Shirin Faraji
- ‘Biological solutions for philosophical puzzles? Identity and individuality’ by Han Thomas Adriaenssen
- ‘Brain tumors, genetic mutation visible on MRI!’ by Anouk der Hoorn
- ‘Homo Sapiens Urbanus?’ by Martin Boisen
- ‘Playing in the office park or working in the Noorderplantsoen?’ by Sander van Lanen
- ‘Lazy and orgasmic’ by Anton Scheurink
- ‘The beauty of Dungleish’ by Wander Lowie

- ‘The different sides of sugar’ by Marthe Walvoort

The Young Academy Groningen worked together with Science LinX and the Scholierenacademie in this event. Children had the opportunity to partake in activities on a broad spectrum of disciplines, made to fit their age group. The Public Engagement working group currently plans to continue this event annually. We received additional financial support from the NWO (5000 euros) and the Nicholas Mulerius Foundation (2000 euros). Following the success of Noorderzon, the YAG presented the outcomes of Noorderzon to the College of Deans requesting structural financial from all faculties to help finance future Noorderzon events. The Deans unanimously supported the YAG’s proposal and have agreed to contribute financially as well as support their researchers to be involved in future “Universiteit van Noorderzon” events.

3.2 ECR Lunches

In the Early Career Researcher (ECR) lunches, the YAG provides an opportunity for UG ECRs to get to know each other, connect, obtain information about relevant topics of interest, and in some cases start collaborations, often beyond faculty and discipline boundaries. The lunches feature guest speakers and various topic-dependent activities.

Topic	Organizers	Notable Outcomes
Finding Funding for Interdisciplinary Research (February 6, 2019)	Interdisciplinary Working Group	<p>Total participants: 50 Speakers: Astrid van der Veen-Mooij (Funding Coordinator FEB), Alma Erenstein (Funding Advice), Leo Dvortsin (Scientific coordinator FSE) and dr. Geert Jan Arends (Senior Consultant research funding). Outcomes: The lunch focused on finding enthusiastic collaborators, ideas for shared projects and where to find funding sources. After a speeddating session between early career researcher from various disciplines and faculties, research funding consultants and funding officers from different faculties informed us on potential funding sources for interdisciplinary work.</p>
Pitch your Research (April 24, 2019)	Yeargroup 2018	<p>Total participants: 55 Speakers: Anita Warmelink, Scholierenacademie Outcomes:</p>
How should we judge the quality of your research? (May 8, 2019)	Policy	<p>Total participants: 50 Speakers: Dirk-Jan den Boer from (NWO) & Jules van Rooij (Research Policy and Institutional Research; UG) Outcomes: The aim was to discuss "How should quality and credibility of researchers be assessed by funding agencies?" starting with round table conversations in five groups. These five groups came up with different points, that were subsequently discussed with N.W.O.-delegate den Boer. Van Rooij concluded the session and presented a method to evaluate one’s own impact and compare it to other (through learnimpact.rug.nl)</p>
Inclusion in Academia (October 9, 2019)	Diversity and Internationalization working group	<p>Total participants: 60 Speakers: Susanne Täuber (associate professor in the Faculty of Economics & Business), Jasper Knoester (diversity officer and dean faculty of science & engineering), Petra Rudolf (professor in the Faculty of Science of Engineering) and Ella</p>

		<p>Sebamalai (advisor internationalisation)</p> <p>Outcomes: The aim was to map out the challenges for diversity in our university, but also to empower ourselves to create a more inclusive culture in our own work environments. After listening to talks, we grouped up to brainstorm about challenges and solutions for inclusion in academia.</p> <p>Susanne Täuber provided scientific insights into how to create an inclusive organisation. Jasper Knoester explained what he does as a diversity officer. Petra Rudolf discussed experiences with lack of inclusion and possible solutions to these problems. Ella Sebamalai provided a personal perspective and discussed what policies on diversity and inclusion need improvement and why.</p> <p>Recommendations resulting from insights of the lunch will be presented to the Diversity Officers and the University Board.</p>
Work pressure and WO-in-Actie (November 2018)	Interdisciplinarity and Policy working group	<p>Total participants: 15</p> <p>Speakers: Ton Modderman, who worked with the Staff Survey, dr. Laura Bringmann</p> <p>Outcomes: The lunch featured a talk by Ton Modderman, who gave his insights from and about the Staff Survey 2018 and the upcoming Staff Survey 2019 concerning work pressure. After, Laura Bringmann shared the results of the survey on work pressure and WO-in-Actie that was conducted before the lunch. During and following these presentations, the audience, representing many different disciplines, discussed their thoughts on work pressure, some WO-in-Actie actions and other ideas to bring awareness to work pressure.</p> <p>Recommendations: Join the union and take collective rather than individual action, connect with and involve students & student representatives, Start and continue a public debate, showing numbers of burn-out among scientists, organize a conference with (international) policy makers to discuss how they approach and handle these issues</p>

3.3 PhD Projects

The YAG PhD projects feature interdisciplinary collaboration between YAG members from different faculties who co-supervise a PhD candidate. Seven projects have started since 2017 (2 new projects in 2019). Ongoing projects are summarized below.

Project (year)	PhD Candidate	Supervisor 1	Supervisor 2	Host Faculty
2017 Learning to preserve: foreign language training as a cognitive vaccine to	Saskia Nijmeijer	Merel Keijzer (Arts)	Marie-Jose van Tol (UMCG)	UMCG

prevent old-age disorders				
2017 Automatic detection of linguistic patterns in legal big data	Masha Medvedeva	Michel Vols (Law)	Martijn Wieling (Arts)	Arts
2017 Novel tools to dissect and monitor tumor metabolism in melanoma patients	Vincent Leeuwenborg	Marthe Walvoort (FSE)	Rudolf Fehrmann (UMCG)	UMCG
2018 The compassionate robot	Lionel Newman	Marieke van Vugt (FSE Bernoulli - AI)	Ming Cao (FSE ESRIG)	FSE - ESRIG
2018 The Epistemology of Cosmology	Sean Gryb	Diederik Roest (VSI - FSE)	Simon Friederich (UCG and Philosophy)	Philosophy
2019 Impact of hearing loss on cognitive and social function	Joelle Jagersma	Sonja Pyott (UMCG)	Jocelien Olivier (FSE-GELIFES)	UMCG
2019 Inheritance of acquired characters: past and present controversy – and the way forward	Aude Giraud	Martine Maan (FSE-GELIFES)	Han Thomas Adriaenssen (Philosophy)	Philosophy

3.3.1 YAG PhD projects and Ius Promovendi

Because many YAG members do not have ius promovendi status, they mainly serve as co-promoters for their PhD students. With the recent new regulations to extend ius promovendi to UHDs, it may be that some members will be able to become promoters for their students. **The YAG feels strongly that ius promovendi status should be extended to all academic staff who serve as the main supervisor.**

3.3.2 YAG projects and the PhD Scholarship Programme

Because the PhD Scholarship programme has been continued, the YAG has requested to fill the positions from 2018 and 2019 that were initially put on hold due to the review of the program. Therefore, in 2020 we have a call for 5 positions (3 for 2020 plus the two remaining positions from 2018 and 2019).

Because the PhD Scholarship programme has been continued, with a specific focus on fostering more interdisciplinary collaborations as outlined in the new UG Strategic plan, **the YAG requests an additional 4 positions per year (7 in total).** We have seven new members per year joining the YAG and by having 7 PhD positions all new members would have the opportunity to develop Interdisciplinary PhD projects with current YAG members, making the YAG a more attractive organization for its members and forging interdisciplinary research

collaborations. We can gladly share advice to the CvB on how to build up Interdisciplinary collaborations for the Strategic Plan 2021.

3.4 Yearly Projects

Each year the newly selected members organize a project together on a topic of their choosing and meant to be a group building activity.

Year Project 2019

The new member cohort from 2019 will work together on the theme **Connect Groningen** and is divided into two parts:

Part 1: SOCRATES (Scientists Offering Creative Responses & Advice To Enquiring Students) aims to connect researchers and high-school students in collaboration with the Scholierenacademie.

Part 2: “In The Loop” provides an online portal, where information relevant to ECRs is centralized and readily available. It is also meant to be a streamlined point of contact with HR (for questions and advise), and a platform where ECRs can develop a social network across faculties and support each other by, for example, answering common questions, looking for collaborators, etc.

4 Finances

Here is an overview of our expenditures for 2019:

Total Budget for 2019 = €161,032 (120.000 (CvB) +26.381,99 remaining budget from 2018 + 10000 external budget from NWO and Nicholas Mulerius foundation for the yearly projects Noorderzon and proverbs book, and 4,651 debtors)

Category	Expenditures	Notes
Running Budget	38.402	Includes costs for student assistants (aprox. 17.000 euros), for YAG Chair (5000 euros), meetings and other costs made throughout the year.
YAG Projects	23.287	Includes some costs from 2018
Personal Budgets	23.000	1000 euros per member x 23 members
Staff costs (Alicia)	37.407	Coordinator 0.5FTE
Yearly Project 2018	16.577	Noorderzon and Proverbs book
Total Expenditures	€138.673	Net Positive: €22539

The positive result of our finances were attributed to two factors (1) we received additional funding support for our Noorderzon event from NWO and the Nicholas Mulerius Foundation (see Section 3.1). (2) Our YAG coordinator was on pregnancy leave from September 2019 until January 2020. During this time we had a student assistant take over the coordinator's practical tasks, thus there was additional savings from salary costs.

5 Impact and Aims for the Future

Our growth, both in size and reach, over the past years enables the YAG to meet both current and emerging challenges facing the UG, the Netherlands, and beyond. Communication between the university board, the university bureau, and within faculties is established and strengthening. The YAG coordinates efforts with YAG-inspired faculty-level networks of early-career researchers, including YARN (arts), YESS BSS (GMW) and Faculty of Science and Engineering (currently being developed). Organization on a national level is fostered by members who belong to both the YAG and the Dutch National Young Academy (DJA). Moreover, we meet regularly (twice a year) with Young Academies from other Dutch Universities and are steadily increasing the number of joint activities to further support YAG missions and extend YAG's impact. Finally, the YAG bridges national points of consideration, such as the changes in reward structure and cultural change deemed necessary by Minister van Engelshoven (see [Wetenschapsbrief 2019](#)) and the UG. In the coming years, we are confident that these connections will become stronger as the YAG further increases its visibility within and beyond the UG.

The YAG is actively engaged with key figures within the UG community. Examples include the UCW inviting the YAG to present on tenure track policy across faculties at their meeting, and the YAG's organization of a Research Lunch, a lunch held three times per year on behalf of the Rector to members of the academic community, on the topic of PlanS and Open Access, which was received very positively. There is a commitment from UG to involve the YAG in the organization of Research Lunches regularly. These gatherings provides us with a unique opportunity to engage with key stakeholders on critical topics. Our interdisciplinary PhD positions/scholarships have become a flagship for interdisciplinary research at the UG and beyond. We are also regularly in contact with Science LinX and the Scholierenacademie as partners in organizing public engagement activities.

As an indication of the scholarship of YAG members and their contribution within and beyond the UG, a total of 6 YAG members have become members of the Dutch National Young Academy (DJA): Merel Keijzer and Lude Franke (2017), Bettina Reitz-Joose and Han Thomas Adriaenssen (2018), Marie-José van Tol and Nanna Hilton (2019). We believe that membership in the YAG, which provides members with greater visibility and increased involvement in various leadership roles within the UG, enhances the likelihood of YAG members joining the Dutch National Young Academy (DJA).

Of course, the operational model key to the YAG's past successes has been challenged by the current corona crisis. Individual YAG members and the YAG are heavily impacted, since high-quality education and research traditionally require close, personal interactions at all levels and because many of our most successful activities require close interactions with each other, with early-career researchers, with various administrative units within the University, and with the public. The YAG took immediate action to transition to online events (where possible) and online administration. Although some planned events needed to be canceled, our immediate actions were aimed both to continue ongoing activities as smoothly as possible and also to redirect energy to developing solutions for emerging challenges. For example, the YAG documented the initial impact of the corona crisis on teaching and research activities (especially those led by early-career researchers). This summary has been reviewed by the Rector.

In the coming year(s), the YAG will continue to document the impact as well as lessons learned from the current corona crisis. The YAG will additionally contribute to the UG task force responsible for developing strategies to continue to provide the highest quality education and scholarship in new and creative ways. Our members are keenly aware of the challenges imposed personally, educationally, and scholarly by the corona crisis and are committed to developing viable and flexible solutions that serve not simply to re-instate the status quo but instead to establish the UG as an innovative leader in the future of education and scholarship.

6 Appendix 1: YAG member list

Name	Faculty
2016	
Dr. Han Thomas Adriaenssen	Philosophy
Dr. Pratika Dayal	FSE - Astrophysics
Dr. Rudolf Fehrmann	Medical Sciences - Oncology
Prof. Merel Keijzer	Arts - Language and bilingualism
Dr. Martine Maan	FSE - Evolutionary biology
Dr. Cyril Moers	Medical Sciences - Transplantation
Prof. Mladen Popovic	Theology - Dead sea scrolls
Dr. Bettina Reitz-Joosse	Arts - Greek and Latin literature
Prof. Diederik Roest	FSE - Theoretical physics
Prof. Irene Tieleman	FSE - Behavioral biology
Dr. Marie-José van Tol	Medical Sciences - Neuropsychology
Prof. Michel Vols	Law
Dr. Marthe Walvoort	FSE - Chemical biology
Prof. Martijn Wieling	Arts - Computational linguistics
2017	
Prof. Ming Cao	FSE - Engineering
Dr. Simon Friederich	University College - Philosophy
Dr. Joost Keizer	Arts - Museum
Dr. Sonja Pyott	Medical Sciences - Hearing therapeutics
Dr. Gert Stulp	Behavioral and social sciences
Dr. Susanne Täuber	Economics and Business
Dr. Marieke van Vugt	FSE - Bernoulli
2018	
Dr. Jan Willem Bolderdijk	Economics and Business
Dr. Laura Bringmann	Behavioural and Social Sciences
Prof. Marleen Kamperman	Science and Engineering - ZIAM
Dr. Tina Kretschmer	Behavioral and Social Sciences
Dr. Jocelien Olivier	Science and Engineering - Gelifes
Dr. Saskia Peels	Arts
Dr. Ward Rauws	Spatial Sciences
2019	
Dr. Sahar El Aidy	Science and Engineering - GBB
Prof. Shirin Faraji	Science and Engineering - ZIAM
Dr. Marijke Leliveld	Economics and Business
Prof. Panos Merkouris	Law
Dr. Milena Nikolova	Economics and Business
Dr. Judith Paridaen	Medical Sciences
Dr. Jorge Pérez	Science and Engineering – Bernoulli
2020	
Dr. Sonja Billerbeck	Science and Engineering - Biochemistry
Dr. Julia Costa Lopez	Arts – International Relations

Dr. Marcos Guimaraes	Science and Engineering - Physics
Prof. Lisa Herzog	Philosophy – Ethics, social and political philosophy
Dr. Casper van der Kooi	Science and Engineering – Evolutionary biology
Dr. Lukas Linsi	Arts – International relations
Dr. Hanna van Loo	Medical Sciences - Psychiatry

7 Appendix 2: YAG Calendar from 2019

January	
14th	Monthly VSH Meeting
17th	Research Lunch PlanS
18th	Board meeting Yearly Project meeting
22nd	Board meeting with Elmer
23rd	Heimiddag (working group chairs, board, coordinator)
29th	New Member Selection committee meeting
February	
1st	YAG board meeting
4th	CvB Lunch
6th	ECR Lunch Funding sources for interdisciplinary projects Board meeting with Dean GMW
8th	New Member Selection interviews Yearly Project Meeting
11th	Policy working group meeting
15th	Board meeting
26 th	Monthly VSH Meeting – Sustainable YAG
March	
5th	NWA Discussion
7th	Meeting with OCW
7th	Board meeting
11 th	Monthly VSH Meeting
14th	Finance committee meeting
15th	Board meeting
25th	Board meeting with Elmer
29th	Board meeting
April	
8th	CvB Lunch Yearly Project Meeting
12th	YAG Board meeting

23rd	Monthly VSH Meeting - Research Impact and meeting the new YAG members
24th	ECR Lunch Outreach - Ferris Wheel Pitches
26th	Board meeting
29th	Yearly Project Meeting
May	
6th	University Colloquium - climate change with Joshua Goldstein
8th	ECR Lunch - Policy
10th	Board meeting
10th	Theatre Play #MeToo in Academia (together with HR and Gopher)
13th	Monthly VSH Meeting - Peter van Kampen
15th	Meeting of Local YAs – Amsterdam (DJA)
24th	Board meeting
24th	The Professor is in – The Art of Productivity (together with Gopher)
28th	Board meeting with Elmer
June	
3rd	CvB Lunch Yearly Project Meeting
4th	New Member communications training
7th	Board Meeting
8th	Nacht van Kunst en Wetenschap
18th	General Assembly
21st	Board Meeting
July	
August	
16 th – 20 th	Noorderzon – Ferris wheel of Science at Rotor
September	
5th	YAG Annual Heidag
13th	Board meeting
16th	Monthly VSH Meeting
27th	Board meeting

30th	New Member Inauguration
October	
9 th	ECR Lunch (DivInt WG)
15 th	Monthly VSH Meeting
November	
13 th	ECR Lunch (Interdisciplinarity WG)
18 th	Monthly VSH Meeting
December	
10 th	General Assembly
10 th	YAG Christmas dinner

8 Appendix 3: YAG Calendar 2020

January	
16th	YAG New member selection meeting
21st	Monthly YAG VSH Meeting Working Group Meetings
31st	YAG Board meeting
February	
12th	ECR Lunch Public Engagement
14th	YAG New Member selection Interviews with candidates
24th	Monthly YAG VSH Meeting Working Group meetings
28 ^h	YAG Board meeting
March	
13 th	YAG Board Meeting
15th	YAG Projects deadline
18th	Finance Meeting
24th	YAG Monthly VSH Meeting (cancelled due to corona crisis shutdown)
April	
7th	YAG Board meeting (online)
8th	ECR Lunch Policy (cancelled)
20th	YAG Monthly VSH Meeting (online) Working group meetings (online)
24th	YAG Board meeting
28th	Finance committee meeting
May	
8th	YAG Board meeting with new YAG members (online) NWO ECR Lunch (cancelled)
12th	YAG Board meeting with Rector Prof. Cisca Wijmenga (online)
13th	Yearly Project group meeting Finance committee meeting
19th	YAG Monthly VSH Meeting Working group meetings

25th	YAG new member meeting
29th	YAG Board meeting
June	
2 nd	New Member communications training Day 1 (online)
22 nd	New member communications training Day 2 (online)
5th	YAG Board Meeting
10th	ECR Lunch (cancelled)
15 th	YAG General Assembly YAG Projects deadline
16th	University Colloquium - The Long Reach of Hope and Despair: Lessons from Well-Being Research. (Cancelled)
19th	YAG Board Meeting
July	
August	
28 th	YAG Board Meeting
31 st	Opening of Academic year
September	
11 th	YAG Board meeting
15th	YAG Board meeting with Rector Prof. Cisca Wijmenga
16th	New Member Inauguration
21 st	YAG Monthly VSH Meeting
25th	YAG Board meeting
October	
9 th	YAG Board meeting
14 th	ECR Lunch
20th	YAG Monthly VSH Meeting plus working group meetings
November	
6 th	YAG Board Meeting
11 th	ECR Lunch
16 th	YAG Monthly VSH Meeting plus Working Group meetings
20 th	YAG Board Meeting

