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young academy
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Year Report 2020

Young Academy Groningen Board

25th of May, 2021

Contents

1	Introduction	3
2	Membership, Organization, and Meetings	4
2.1	Membership	4
2.2	Organisation	4
2.2.1	Working Groups and Highlights of achievements in 2020	4
2.3	YAG member Meetings and outcomes from 2020	7
3	YAG Structural Activities 2020:	8
3.1	YAG member projects	8
3.2	ECR Lunches	9
3.3	PhD Projects	10
4	Finances	13
5	YAG impact and our aims for the future	14
	Appendix 1: YAG member list	15
	Appendix 2: YAG Calendar 2020	17

1 Introduction

The Young Academy Groningen is a group of early-career researchers who engage with the UG community on behalf of young researchers at the University of Groningen. They accomplish their missions by engaging in matters of policy, fostering diversity and internationalization, exploring further avenues of public engagement and stimulating interdisciplinary research. 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 annual report provides an overview of the organizational processes and activities that have been led by the YAG in 2020. This annual report illustrates the impact the YAG has made both within and beyond the UG.

As in the previous year, the YAG also acknowledges that the operational model key to its success is challenged by the Covid-19 pandemic. Our members are keenly aware of the challenges imposed personally, educationally, and scholarly by this crisis and are committed to developing viable and flexible solutions that serve not simply to reinstate 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 2020, 7 new members were selected through our annual selection process: Dr. Sonja Billerbeck (FSE), Dr. Julia Costa Lopez (Arts), Dr. Marcos Guimarães (FSE), Prof. Lisa Herzog (Philosophy), Dr. Casper van der Kooi (FSE), Dr. Lukas Linsi (Arts), Dr. Hanna van Loo (UMCG), bringing the total to **42 members (see Appendix 1)**.

Recently we completed our [2021 member selection round](#) where seven new YAG members were selected for YAG membership.

Membership in the YAG is for a period of five years. In September 2021, the membership of the first cohort of YAG members will come to an end, while seven new members will be inaugurated, which will bring the total number of members to a from then on steady number of 35, with around the same expected number (7) of members leaving and joining each year.

2.2 Organisation

The Young Academy Groningen is headed by the YAG Board. From January to August 2020 the YAG board members were:

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

Two board members ended their maximum 2-year term and the YAG underwent a selection process to select new Board members. As of September 2020, the new Board members were:

- Dr. Susanne Täuber (Chair)
- Dr. Tina Kretschmer (Vice Chair)
- Prof. Jocelien Olivier (Board member)
- Dr. Gert Stulp (Board member)
- Prof. Martijn Wieling (Board member)

In January 2021, Susanne and Gert ended their two year term. As of 2021, Prof. Shirin Faraji joined the Board. The current composition of the YAG Board is:

- > Dr. Tina Kretschmer (Chair)
- > Prof. Jocelien Olivier (Vice Chair)
- > Prof. Shirin Faraji (Board member)
- > Prof. Martijn Wieling (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.

2.2.1 Working Groups and Highlights of achievements in 2020

Policy Working Group:

Activities

- Event and project group on the topic "Shortening of the Academic Year", ongoing engagement on the topic in the framework of the National Young Academy
- Working group on Ius Promovendi; a survey on associate professors' awareness of policy and implementation in the faculties was carried out and results put forward to the board of the YAG who take this up in board and faculty board meetings
- Background discussions on the topic "Iedereen professor"
- Brainstorming on crowdfunding for a Covid-19 emergency fund and promotion of the fund set up by the university
- Research lunch with panel, including Rianne Letschert (rector Maastricht) on Reward and Recognition in June 2020

- ECR lunch on shortening of the academic year (18.11.2020)
- Involvement in development of the RUG Strategic Plan (especially on themes “Research”, “Integrity”, “Schools”)
 - WP2a: Bettina
 - WP2b: Jorge
 - WP3: Marie-José
 - Input on draft documents from policy group at several stages
- Discussion of online teaching: contribution to UKrant on challenges of online teaching: <https://www.ukrant.nl/thirty-squares-with-faces-in-them-dont-make-a-group/?lang=en>

Plans for 2021

Topics that the WG will continue to work on:

- Ius promovendi for all associate professors
- Impact of Covid-19 pandemic on postdocs and early career researchers, especially promotion criteria
- Online teaching
- Shortening of the academic year
- Implementation of Reward and Recognition in faculties and university

Diversity and Inclusion Working Group:

Activities

The Diversity and Inclusion working group changed its name (i.e., it used to be Diversity and Internationalization), because it felt that the new title better reflected the activities of the working group. The working group has been focusing on several projects in the past half a year:

- Establishing the UG Inclusion network (UGIN). This network was kicked off with an event on October 22nd (online). Approximately 25 people from diverse faculties and positions participated.
- After the meeting, these points were compiled and sent to the University Council and the Diversity Officer to feed into the discussion about the Diversity Office. The letter was received positively by the Diversity Officer (Gerry Wakker) and was discussed in the University Council on December 10th.
- The letter was also shared with the members of the *Starting Twelve*, an advisory committee to prepare the future Diversity Office. Sahar and Susanne joined this committee on behalf of the YAG and the WG.
- Preparation of a report on experiences of harassment, discrimination and complaint management at the UG based on 26 interviews with present and former UG employees.

Plans for 2021

The WG is planning to get involved in the project on Reward and Recognition. In collaboration with the YAG board, a survey from the University of Leiden will be set out that asks academics about how to best evaluate academics (better than the current overemphasis on grants and impact factors). These topics are of interest to this WG, because the current performance indicators are very much biased towards a certain kind of academic, and not so welcoming to many others (and hence a reform of reward and recognition can help with diversity and inclusion efforts). One YAG member is participating in the commission on Reward and Recognition in the UG.

Interdisciplinarity Working Group:

Activities

- Interdisciplinary PhD projects: The interdisciplinarity group acts as formal organizer of the interdisciplinary PhD projects. We have shared our thoughts on the evaluation of the ongoing projects for the midterm report.
- ECR lunch: On December 10, 2020, an online Interdisciplinary ECR lunch was organized in Gather Town, where UG early-career researchers were invited to speed date with other early-career researchers in preparation of the UG-wide call for interdisciplinary PhD-scholarships. Over 40 early-career researchers participated.
- Survey on interdisciplinary collaborations: In May 2020, a survey has been sent out to all YAG members to inventory the interdisciplinary exchange that resulted from YAG-membership and to create an overview of the externally generated funding that resulted because of the new connections coming out of the YAG. The survey results can be found [here](#). It shows many cross-links, with some members showing hub-functionality.
- Interscience in collaboration with the DJA: Marie-José van Tol and Han Thomas Adriaenssen prepared an Interscience event on crossing borders, including speeches from several YAG and DJA members. Unfortunately, the event was cancelled due to COVID-19. However, it has been decided in the DJA to move this event online, and this will be organized early 2021.
- Mystery-Meet ups: the Interdisciplinarity-WG has initiated a series of lunch walks where YAG-members from different disciplines meet for a lunch walk and just chat about work and potential links between their work. The WG successfully applied for YAG project money to pay for 3 lunches for each of its 30 members. With this project, we want to bring back the energy of face-to-face meeting of YAG-members, while keeping safe from COVID. The first lunch walks went ahead in the first week of December (see YAG member [tweet](#)).
- Chair-person change: From December 2020, the chair-position will be gradually overtaken by two new members: Hanna van Loo and Lukas Linsi. Marie-José van Tol will stop functioning as chair, but will stay available for advising Hanna and Linsi.
- Interdisciplinary School WG – SP2026: Marie-José van Tol participated in the Working Group on Interdisciplinary Schools as part of the preparation phase of the new strategic plan of the RUG. She was invited on personal title, but shared YAG-perspectives when asked for.

Plans for 2021

- Proposal to College of Deans and CvB on an interdisciplinary seed grant fund, which enables small scale research collaborations between researchers of different faculties.
- Survey on interdisciplinary collaboration that have their origin within the YAG – repetition of the 2020 survey.
- Organization of DJA Interscience event on ‘Grenzen’. During this event YAG-members Merel Keijzer and Susanne Tauber will give a lecture.
- Meeting with all YAG Interdisciplinary PhD-students.
- New-PhD round.
- Research Lunch on meeting partners for Interdisciplinary Scholarships – Open to all
- Explore options for University Colloquium new style.
- Organization of Bovenkamer Session; topic: Who owns the city (Michel Vols takes lead)
- Evaluation of interdisciplinary PhD positions
- Interdisciplinary event on the importance of rest in Academia (Hanna van Loo, Marieke van Vugt and Marie-José van Tol)

Public Engagement Working Group:

The Covid-19 crisis and switch to online teaching has affected our activities extensively, as many of the annual events we participate in were cancelled (e.g., Noorderzon, Zpannend Zernike).

Activities

- We produced and are producing easy to grasp podcast, *videos* and *texts* to explain research to a wide, non-academic audience:
 - Universiteit van Nederland (YAG members involved in 2020: Han Thomas Adriaenssen, Ward Rauws).
 - Podcast In de Wetenschap (co-hosted by Tina Kretschmer).
 - Development of new MOOCs in collaboration with Scholierenacademie as part of the Socrates project (members involved: Marijke Leliveld, Panos Merkouris, Judith Paridaen, Jorge Perez).
 - Klimaatadaptatieweek (Jan Willem Bolderdijk).
- Proverbs book as 2018 cohort project. In boekvorm uitgevers has agreed to publish the book. Unfortunately, the funding we applied for (NWA) to help reduce the costs of the book, was not granted.
- We hosted and gave *public lectures*:
 - [Lecture](#) for the Young Alumni Network (Ward Rauws)
- ECR lunch: Create Your Own Stage For Public Events (February 2020)

Plans for 2021

The following **new or follow-up** PE activities are in preparation for the upcoming year:

1. Noorderzon 2021 – preparation for ‘virtual’ or ‘physical’ event & activities

At the request of Jocelien Olivier & Martijn Wieling, all RUG faculties have pledged structural funds to participate in coming years.

2. University of the North – develop a setup for public engagement activities (e.g., such as a ferris wheel traveling through the northern provinces) in collaboration with multiple partners (RUG, Hanzehogeschool, Van Hall Larenstein, NHL Stenden Hogeschool etc.)
3. Podcasts - Humans of RUG – 2020 YAG cohort project
4. Develop demo lab/kits on optics and physics (Marcos Guimarães, FSE) – explore options to develop kits that can be lent out or sent to high schools similar to ERIBA ‘Science in a box’ project

Ideas to be further explored:

5. Wetenskapster (Marie-Jose van Tol)
6. Audiotours Museum (Arjen Dijkstra, Wetenschapsmuseum)
7. Oerol 2021
8. Wetenschapsfestival (Scholierenacademie) 2021 (depending on go/no-go)

2.3 YAG member Meetings and outcomes from 2020

All YAG members come together once per month at the Van Swinderen Huys meetings, which were held online this year because of the pandemic. These meetings provide the opportunity for Working groups to discuss their activities and plan for future projects and events. We also invite members of the University community to present on various topics during these meetings. Two times per year (in December and June) we hold our General Assemblies where voting takes place on important YAG related items.

Highlighted outcomes from General Assemblies:

- > Changes to Board member composition: YAG Board shall be composed of at least 3 members and no more than 5 members.
- > Changes to how YAG members can apply for the open Interdisciplinary PhD positions – rules stated that each YAG member is limited to one PhD student. The rules were changed to remove this limitation, however priority will be given to YAG members who do not have a PhD position.

3 YAG Structural Activities 2020:

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

3.1 YAG member projects

In 2020 the YAG had 30,000 euros to spend on YAG projects. In 2020 we received 10 requests for funding YAG member individual projects, which were all of high quality and could be funded. Because of the current circumstances, two projects were ultimately not funded as the events the funding was related to did not take place. The 8 projects that were funded are described below.

Applicant(s)	Project (€)	Outcomes
Jorge Perez	Increasing awareness of software correctness (part 1) €1600	The YAG funding was used to employ a teaching assistant (Joël Plantinga) who is working together with Niels Alberts (Scholierenacademie). They have worked on designing a lesson to show pupils (VWO3 level) the importance of software correctness. In short, Joël has designed a guest lesson (Wetenschapsdate) that teaches students what is meant by software correctness, why it's important, and which shows them the (very) basics of designing protocols. Joël has designed a first version of the lesson, which was already tested at Bornego College; after this initial test, we figured out that we underestimated the level of the high school students. Joël has updated it and we might want to test it again. However, due to the fact that this is not an option at the moment, we are also at the moment opting to digitalize the lesson so the lesson can also be used for distance learning.
Ward Rauws	Studentification €2000	Knowledge about studentification and its effects in Groningen is minimal. Therefore, we decided last year to expand knowledge development by focusing student projects on the various dimensions of studentification. In this way, we aim to contribute to bridging the existing knowledge gap and supporting effective policy-making. With the requested funding, we would like to bundle and synthesise the findings of the student research projects in an accessible, easy to read and attractive booklet. We have produced a beta- version last year, and this has been well received by policy-makers, the CvB of the RUG and Hanze and by citizens. This year we extended the projects to report on, covering a broader range of topics from which the city and university can learn. With the proposed publication, we also aim to trigger a more open debate on the implications of and solutions for studentification.
Martijn Wieling	Spraaklab €2000	The CvB of the university of Groningen has financed a mobile laboratory for the Faculty of Arts to use for collecting experimental data (specifically: articulatory and speech data). Besides using it for collecting data, we also would like to use it at outreach (and public) events – and of course also events organized by the YAG. While we will give tours of the mobile laboratory, the lab is too small to host presentations. As the lab will have a nice canopy attached to one of the sides, we would like to give short presentations outside of the lab for groups of up to 15 people. Consequently, we would like to apply for YAG funding to finance part of the equipment needed for this. Specifically, we would like to ask for funding for an ultra-short throw projector suitable for outside presentations, a portable projector screen which can be used outside, and a set of 15 headphones and a microphone for the audience to hear the presenter.

		The equipment (projector, projector screen, etc.) has been acquired, but given that the mobile laboratory is not finished yet (and due to COVID-19 there are no public events) it has not been used yet.
Marcos Guimarães	Demonstrations Lab €2000	This project is a 'kick-start' for a long-term project. We envision a large lecture demonstrations lab, containing demonstrations from different sciences, which can be accessed by local high school and university teachers in the area, similar to other universities in the world. By making the lectures more appealing with real-life demonstrations, we aim to make young people more interested in science, in addition to providing better teaching tools for the lecturers.
Joost Keizer & Susanne Täuber	Diversity and Inclusion in the Modern Museum €3000	History complicates modern museums. Recently, cultural institutions have thought hard how to better include people from diverse social and cultural backgrounds in the narratives they tell. But the direction of the narrative is still top-down. Those excluded still depend on the majority including them and allowing them to be part of the story. This project is a pilot for a larger project that aims to design a new model for inclusion and diversity inside modern museum displays.
Jorge Perez	Increasing awareness about software correctness (part 2) €2000	Despite its scientific and societal relevance, the lay public knows little about software correctness. Motivated by this state of affairs, last March I proposed the YAG project Increasing Awareness about Software Correctness. The current project proposal is about engaging with a wider audience via a video animation that presents software correctness to wide audiences in an accessible and engaging way, based on our group's research expertise and ongoing projects.
Bettina Reitz-Joose & Julia Costa Lopez	Uses of Latin in Political Discourse €4000	In this project, we aim to investigate the use of the Latin language in current political discourse. Specifically, we look at the use of Latin words, phrases and whole sentences by politicians and political intellectuals, the use of Latin in public culture, and its use in 'unofficial' arenas - for example in online fora and on twitter. Our aim is to conduct a small pilot research project, which we will use to establish the direction and scope of a larger-scale investigation.
Marie-José van Tol	Interdisciplinary mystery lunch walks €1000	One of the greatest things about the YAG is meeting other Early Career Researchers coming from other faculties and with different disciplinary backgrounds. However, due to the enduring corona-measurements, we don't get to meet each other regularly and therefore spontaneous interdisciplinary exchange happens rarely. For this reason, the Interdisciplinarity Working Group has started organising Mystery lunch walks!

3.2 ECR Lunches

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

Because of the circumstances and the lockdown, some of the planned events did not actually take place. After the start of the new academic year, ECR Lunches started again, now online.

Topic	Organizers	Notable Outcomes
Create Your Own Stage For Public Events (February 2020)	Public Engagement Working Group	Total participants: 30 Speakers: Scholierenacademie Outcomes: Participants were instructed on how to create an activity they could use for public

		engagement relating to their research, and were then informed about platforms they could present this on, such as Noorderzon, Zpannend Zernike and other opportunities, both for younger and adult audiences.
Research Lunch Recognition and Rewards (June 2020)		Total participants: 40 Speakers: Rianne Letschert (Dean Maastricht University), Tina Kretschmer, Susanne Täuber, Gert Stulp Outcomes: The lunch was a live streamed event, in which Rianne Letschert introduced Recognition and Rewards of Academics. After, a panel of Rianne Letschert, Cisca Wijmenga, members of the Erkennen & Waarderen Committee of the UG and YAG members discussed two dilemmas. Attendants were able to watch the livestream and participate in the discussion via the chat.
Industry Relations: Who, How, Why? (October 2020)	PE Working Group, specifically Sonja Pyott	Total participants: 20 Speakers: Iris Vis (Dean of Industry Relations), Wietske Degen Outcomes: Iris Vis, the Dean of Industry Relations, gave a presentation and answered questions on the why and how of industry relations, and where to start as an early career researcher.
Shortening the Academic Year (November 2020)	Policy Working Group	Total participants: 30 Speakers: Elmer Sterken, Lisa Herzog, Marleen Kamperman. Outcomes: During the lunch, speakers introduced some of the different systems in other countries and universities and introduced arguments in favor and against a shorter academic year. After a break, participants went into break-out groups, and discussed statements. Notes were taken of the different perspectives and the policy group will use this going forward.
Interdisciplinary Matchmaking Lunch (December 2020)	Interdisciplinarity, specifically Martijn Wieling	Total participants: 40 Outcomes: During the lunch, participants got to speed date with other early career researchers from different faculties and discuss interdisciplinary research. We received very positive feedback about the event.

3.3 PhD Projects

The YAG PhD projects feature interdisciplinary collaboration between at least one YAG member (in practice always two) as supervisors of a PhD candidate. Five projects have started. Here is a brief overview of their progress so far:

YAG Supervisors	PhD student	Arrangements of Cross-faculty appointments
Martijn Wieling (Arts) and Michel Vols (Law)	Masha Medevedva (2017)	Promotors: Michel Vols (Faculty of Law), Martijn Wieling (Faculty of Arts), Johan Bos (Faculty of Arts) Daily supervisors: Martijn Wieling, Michel Vols The amount of supervision is equal between two faculties. Promotion will be at the Faculty of Arts. Promotion bonus will be shared between the supervisors. Masha's affiliation is with the Center for Language and Cognition Groningen at Faculty of Arts. Bench fees are shared between two faculties. In principle, the training budget is covered by the Faculty of Arts.

Merel Keijzer (Arts) and Marie-Jose van Tol (UMCG)	Saskia Nijmeijer (2017)	Promotors: Prof. dr. André Aleman & Prof. dr. Merel Keijzer; co-promotor: dr. Marie-José van Tol. Daily supervision: Merel Keijzer & Marie-José van Tol. We share supervision duties. The student will get her PhD from the UMCG/medical faculty, but the bonus will be split (50/50) between the UMCG and the Faculty of Arts. The main contact faculty is Medical Sciences (Graduate School of Medical Sciences, GSMS). The PhD-student gets the full sum of the standard UMCG/GSMS bench fee and the promotion bonus will be split (50/50) over the faculties of Medical Sciences and Arts (Graduate School Humanities, GSH).
Rudolf Fehrmann (UMCG) and Marthe Walvoort (FSE – Stratingh)	Vincent Leeuwenburgh (2017)	Promotor: prof. dr. Steven de Jong Co-promotor: dr. Rudolf S.N. Fehrmann Co-promotor: dr. Marthe T.C. Walvoort. The first part of the project (bioinformatics) is supervised on a daily basis by Rudolf Fehrmann and Steven de Jong. The second part of the project will be supervised on a daily basis by Marthe Walvoort at Zernike in the group Chemical Biology. Regular meetings are being held with all supervisors. Vincent is appointed at the Department of Medical Oncology and registered within the Graduate School of Medical Sciences (GSMS). The bench fee is managed by J. Meijer (Department of Medical Oncology). Any expenses made for the project at the Chemical Biology group will be declared via the Department of Medical Oncology.
Simon Friederich (UCG – Philosophy) and Diederik Roest (FSE – VSI)	Sean Gryb (2018)	Promotor is Jan-Willem Romeijn at Philosophy. Diederik Roest (FSE) and Simon Friederich (UCG), both from the YAG, are co-promoters and daily supervisors. Sean will graduate in philosophy, with a focus on philosophy of science. Simon (whose area is philosophy of science) does the most supervision work, with input from Diederik. The Faculty of Philosophy pays for training (incl. 'Start to Teach') and provides a working place.
Marieke van Vugt (FSE – Bernoulli) and Ming Cao (FSE – Discrete Technologie en Productie Automatisering)	Lionel Newman (2018)	Promotor: Ming Cao – promotor Daily supervisor and co-promotor: Marieke van Vugt Co-promotor: Susanne Täuber We have not made an official arrangement regarding supervision and promotion allocation. Lionel starts under Marieke van Vugt's supervision, and will move to Ming Cao's lab in a later portion of the PhD when the robots become more important. The Faculty of Science and Engineering is the main Faculty and Lionel is employed in the Bernoulli Institute. Susanne Täuber (Faculty of Economics and Business) is a co-promotor as well, but since she is not an official co-applicant on the proposal, we have not discussed her faculty's involvement.
Jocelien Olivier (FSE – GELIFES) and Sonja Pyott	Joëlle Jagersma (2019)	Promotors: Sonja Pyott and Jocelien Olivier Joëlle has her appointment at the Medical Faculty. She is part of the BCN and GSMS graduate school, where she has a training budget. Bench fee is paid at the side where Joëlle is performing her experiments. We are in the process of a contract arrangement between the UMCG & FSE. A signed document on the 50%/50% distribution in supervision was signed by both Sonja Pyott and Jocelien Olivier.
Martine Maan (FSE-GELIFES) and Han Thomas	Aude Giraud (2019)	

Adriaenssen (Philosophy)		
Laura Bringmann (BSS – Psychological methodology) And Gert Stulp (BSS – Sociology)	Anna Langener (2020)	
Ward Rauws (Spatial Sciences) and Jan Willem Bolderdijk (FEB – Marketing)	Tabea Hoffman (2020)	
Saskia Peels (Arts) and Malvina Nissim (Non-YAG, Arts)	Silvia Stopponi (2020)	
Milena Nikolova (FEB) and Lukas Linsi (Arts)	Stefan Sliwa (2020)	
Sahar el Aidy (FSE – GBB) and Shirin Faraji (FSE-ZIAM)	Panagiotis Kelefiotis Stratidakis (2020)	Promotors: Sahar el Aidy (FSE), Shirin Faraji (FSE) The amount of supervision is equal between two promotors and they have committed themselves to provide adequate supervision and guidance as well as resources to execute the experimental and theoretical studies, respectively. Promotion will be at FSE. Promotion bonus will be shared between the supervisors and a signed document on the 50%/50% distribution in supervision was signed by Sahar el Aidy and Shirin Faraji.

Remarks on YAG PhD projects:

Extensions due to corona have been or are arranged by the Faculty Graduate Schools.

The YAG interdisciplinary PhD model is currently being used by the GGS for the UG-wide interdisciplinary positions. Unfortunately, while ECR from different faculties would like to collaborate in supervising an interdisciplinary PhD, it seems several faculties do not support this, and use a more narrow (i.e. faculty-centric) view of interdisciplinarity. It also often remains rather unclear how these interdisciplinary positions can be applied for.

Invitation to participate in Working groups and committees

YAG members are or have been involved in the following Workgroups

- > UCW (Jorge)
- > Strategic Plan (Marie-Jose, Jorge, Bettina)
- > Open Science (Tina)
- > Starting Twelve Diversity Office (Susanne, Sahar)
- > Erkennen en Waarderen (Merel)

We welcome the fact that YAG is now actively engaging with key figures within the UG community. Examples include having a YAG member in the UCW, and inviting the YAG to participate in working groups focusing on important and relevant topics that benefit from ECR perspectives. There is a commitment from UG to involve the YAG in these initiatives.

4 Finances

Here is an overview of our expenditures for 2020:

Total Budget for 2020 = €120.000 (CvB)

Category	Expenditures	Notes
Running Budget	7428,40	
YAG Projects	16.739,11	
YAG Chair	5.000	
Personal Budgets	23.000	
Staff Costs (Alicia)	50.997,60	Coordinator and Student Assistant
Yearly Project	1.500	
YAG Christmas Surprise	1.500	
Total Expenditures	€106.165,11	Carry over to 2021: €13.834,89

The financial situation of the YAG is robust and a sufficient budget was available for deploying a range of YAG-activities. It has been an unusual year in two ways. Due to the Covid-19 restrictions the expenses on the running budget have been lower than expected. Also we have reached peak membership: 43 members this year as a consequence of the big group of founding members. Next year this will return to the normal number of around 35 as will we say goodbye to the cohort of founding members. In consultation with Hans Biemans it was agreed that the YAG budget may carry over to subsequent years, given that costs such as the YAG yearly project do not necessarily have to be spent in the year when a new cohort starts.

5 YAG impact and our aims for the future

Since its inception five years ago, the YAG has become an important stakeholder in the university. Our members are invited to participate in various strategy and working groups, we regularly meet with faculty boards and the rector magnificus, activities we organize for university members and the broader public are taken up well, and membership in the YAG serves as a stepping stone for membership in the DJA.

In detail, the YAG is actively engaging with key processes within the UG. We have provided input for strategy plan documents, participate in working groups on Reward and Recognition and Open Science, and have a seat in the Universitaire Commissie Wetenschap. We look forward to being invited to participate in future committees and working groups as well to contribute the early career researchers' position and insight to critical academic developments, such as those on education and research (impact).

We have organised various research lunches, including on PlanS and Open Access, as well as on Reward and Recognition (online), which attracted substantial audiences and were well received. The YAG is also very active in terms of public outreach and has established structural funding for and a place at the Noorderzon Festival, arguably one of the most popular events in Groningen. We hope that this event including its contributions from YAG members can go ahead offline from the Summer 2021 again.

The YAG Board meets with all faculty boards at least once a year and with the rector magnificus bi-monthly, and is invited to take part in a meeting with the College of Deans - an invitation we hope will become structural (at least once a year). In meetings with faculty boards we discuss our speaking points and ask faculties' stance and vision on those. With these meetings we aim to get a better understanding of different approaches to, for instance, tenure track, and seek support for our recommendations that include awarding *ius promovendi* for associate professors, improving diversity and reducing work stress, and for initiatives such as the university-wide fund for small interdisciplinary projects. Finally, members of the YAG board regularly meet with the chair of the board of the university, in first instance to discuss matters surrounding the University of the North and how the YAG can play a role in this.

Since its inception, a total of 7 YAG members have become members of the Dutch National Young Academy: Merel Keijzer and Lude Franke (2017), Bettina Reitz-Joose and Han Thomas Adriaenssen (2018), Marie-José van Tol and Nanna Hilton (2019), and Michel Vols (2020). We feel that being a member of the YAG provides members with more exposure to being nominated, whilst they also gain relevant experience in the broader perspectives of academia that they can bring to the National DJA. Furthermore, the YAG has inspired Faculties to start their own Young Junior Faculty Networks in recent years: YARN (arts), YesBSS (GMW) and Faculty of Science and Engineering (YSEN). In regular meetings with faculty boards, we encourage other faculties to consider faculty networks as well.

Appendix 1: YAG member list

Name	Faculty
2016	
Dr. Han Thomas Adriaenssen	Philosophy – History of Philosophy
Dr. Pratika Dayal	FSE - Astrophysics
Dr. Rudolf Fehrmann	Medical Sciences - Oncology
Prof. Merel Keijzer	Arts - Language and bilingualism
Prof. Martine Maan	FSE - Evolutionary biology
Dr. Cyril Moers	Medical Sciences - Tansplantation
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 - Neuro-psychology
Prof. Michel Vols	Law – Public order law
Prof. 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 - Sociology
Dr. Susanne Tauber	Economics and Business – HRM&OB
Dr. Marieke van Vugt	FSE - Bernoulli
2018	
Dr. Jan Willem Bolderdijk	Economics and Business - Marketing
Dr. Laura Bringmann	Behavioural and Social Sciences - Methodology
Prof. Marleen Kamperman	Science and Engineering - ZIAM
Dr. Tina Kretschmer	Behavioral and Social Sciences – Pedagogical Sciences
Prof. Jocelien Olivier	Science and Engineering - GELIFES
Dr. Saskia Peels	Arts – Greek Language and Literature
Dr. Ward Rauws	Spatial Sciences – Spatial Planning
2019	
Dr. Sahar El Aidy	Science and Engineering - GBB
Prof. Shirin Faraji	Science and Engineering - ZIAM
Dr. Marijke Leliveld	Economics and Business - Marketing
Prof. Panos Merkouris	Law – International Law
Dr. Milena Nikolova	Economics and Business – Global Economics
Dr. Judith Paridaen	Medical Sciences – Developmental Biology
Dr. Jorge Pérez	Science and Engineering - Bernoulli
2020	
Dr. Sonja Billerbeck	Science and Engineering - GBB

Dr. Julia Costa Lopes	Arts – International Relations
Dr. Marcos Guimarães	Science and Engineering - ZIAM
Prof. Lisa Herzog	Philosophy – Political philosophy
Dr. Casper van der Kooi	Science and Engineering - GELIFES
Dr. Lukas Linsi	Arts – International Relations
Dr. Hanna van Loo	Medical - Psychiatry

Appendix 2: YAG Calendar 2020

January	
22nd	New Member Selection Committee Meeting
20th	Monthly VSH Meeting
31st	Board meeting
February	
12th	ECR Lunch
14th	New Member Selection interviews
14th	Board meeting
24th	Monthly VSH Meeting
28 th	Board meeting
March	
27th	Board meeting (online)
April	
8th	CvB Lunch Yearly Project Meeting
7th	Board meeting (online)
20th	Monthly VSH Meeting
24th	Board Meeting (online)
28th	Finance Meeting (online)
May	
8th	Board Meeting (online)
12th	Meeting YAG Board with Rector
19th	Monthly VSH Meeting
29th	Board Meeting (online)
June	
2nd	New Member communications training Day 1
9th	Local YA's Meeting
12th	Board Meeting
15th	General Assembly
19th	Board Meeting (online)

22nd	New Member communications training Day 2
30th	Meeting YAG Board with Rector
July	
3rd	Board Meeting (online)
August	
September	
1st	Board Meeting (online)
9th	Board meeting (online)
16th	New Member Inauguration (hybrid)
21st	Monthly VSH Meeting (online)
23rd	Board meeting (online)
October	
6 th	Local YA's Meeting
7th	Board Meeting (online)
14 th	ECR Lunch (PE WG)
20 th	Monthly VSH Meeting
21st	Board Meeting (online)
22nd	UG Inclusivity Network Kick-Off
28th	YAG Heidag (online)
November	
3rd	Finance Committee Meeting (online)
4th	Board Meeting (online)
16 th	Monthly VSH Meeting (online)
18 th	Board Meeting (online)
18 th	ECR Lunch (Policy WG) (online)
24th	Meeting YAG Board and Rector (online)
24th	Local YA's Meeting (online)
26th	Meeting YAG Board and Dean UCF (online)
December	
3 rd	Board Meeting (online)
8 th	General Assembly (online)

10th	ECR Matchmaking Lunch (online)
17 th	YAG Christmas Drinks (online)