



Welcome Ceremony 2016

Meet our new
 Rosalind Franklin Fellows



‘Every researcher has a dream’

Sibrand Poppema, President of the Board of the University of Groningen, considers it the University's task to ensure that it utilizes every ounce of academic talent.

‘When I studied Medicine, some forty percent of students were women. But did I meet them again when I became a professor? No. By then, I could count them on the fingers of one hand.

We want female talent in our organization. We don't have enough; the standard mechanisms are ineffective. This is why we use the Rosalind Franklin Fellowship programme as an auxiliary motor.

“

If we don't act now, we'll never achieve a healthy fifty-fifty balance.

”

As long we do not have enough women in our organization, we are wasting opportunities by not making one hundred percent use of the talent at our disposal. The number of female professors is growing by 1 percent per year. If we don't act now, we'll never achieve a healthy fifty-fifty balance.

This year was a marvellous opportunity to recruit at least 22 women from a variety of fields around the world. This is more than usual thanks to a European grant, and it will give the University of Groningen a welcome injection of talented new faces. At the same time, we are also safeguarding our future stock of female researchers and professors, who will serve as role models for up-and-coming researchers.

I cannot deny that this is a form of discrimination. We are appointing women and discouraging men from applying for these positions. But discrimination is allowed, as long as it works both ways. This is certainly true of our system. You only have to look at the number of male professors to see that. I think I can only be accused of discrimination if I continue recruiting only women after we have achieved a 50% balance.

As long as I have any say, we will continue the RFF programme. It involves making around EUR 20 million available for each recruitment round. We could divide this money among the Faculties, but we choose not to. We spend it on this instead, in the knowledge that it will eventually seep through to the Faculties

anyway. The success rate is high. If we include the current crop, we have almost one hundred Rosalind Franklin Fellows.

Female students tend to think that things will work out in the end. This isn't really surprising as they've been at the top of their game all through school and university. The figures prove it. But ten years down the line, they start wondering what went wrong.

Being appointed on a tenure track is quite exceptional. Not many countries in Europe offer this facility. A lot of the women we appoint would undoubtedly have made superb researchers, but I don't think all of them would have become professors. We give them an opportunity. They are also allocated a PhD student, which improves their chances of success even further.

Every researcher has a dream. Every researcher wants to be the first to find something out. A Rosalind Franklin Fellowship allows you to chase your dream. What could be better?

This is actually the reason I work at the University. I had this chance myself, and I want others to have it too. It's about letting as many people as possible chase their dreams.

“

*You are not an excuse.
 You have been selected from a
 pool of the very best candidates.*

”

And finally, I would like to say this: be proud that you have come to the University of Groningen as a Rosalind Franklin Fellow. You are not an excuse. You have been selected from a pool of the very best candidates. Don't just rest on your laurels, however; you will be expected to produce results, just like everyone else. Only then will we have a fair balance.’



Sibrand Poppema
 President of the Board
 of the University of
 Groningen

Co-funded by the European Union



Rosalind Franklin Fellowship Programme

The University of Groningen's Rosalind Franklin Fellowship is an ambitious programme to attract the world's top female academics to come to Groningen. We are proud that the fifth call of the programme has received funding from the European Union's Seventh Framework Programme for research, technological development and demonstration.

The Fellowship

> New Fellows are given a tenure track position to work towards full professorship, and budget for a PhD project to enable them to make a flying start. If they are successful they can become full professor within a period of ten years.

Background

> The programme was introduced by the Faculty of Mathematics and Natural Sciences in 2003 to promote the advancement of female research talent within the Faculty. The programme was very successful and many top female researchers applied for a position. The success prompted the Board of the University to start a University-wide Rosalind Franklin Fellowship programme in 2004.

Grounds for success

> What makes the Rosalind Franklin Fellowship programme unique is that the positions are not coupled to specific research profiles. Candidates are free to propose their own research. This appeals greatly to potential candidates, as can be seen from the large number of applications. Before being selected, candidates have to undergo a comprehensive selection procedure with strict criteria, which ensures that only the most talented are selected.

The Rosalind Franklin Fellowship programme is still one of a kind in the Netherlands and seen as best practice in terms of attracting female international talent to Dutch academia and substantially increasing the number of female professors at Dutch universities. In recent years over 90 Fellows have been appointed, of whom 75 are still participating in the programme. And many of them have been promoted to associate or full professorship.

Lucy Avraamidou



- Faculty**
- > Faculty of Mathematics and Natural Sciences
- Content of Research**
- > Constructing a science identity: The role of informal science education.
- CV**
- > Associate Professor, University of Nicosia, Cyprus
 - > Research Associate, King's College London, UK
 - > International Coordinator of the National Association for Research in Science Teaching (2016-2019)
 - > Fulbright Scholar (1999-2001)
 - > Received multiple grants from: EU, Cyprus Research Promotion Foundation, United Nations Development Program (2004-2015)
- Education**
- > PhD in Science Education, The Pennsylvania State University, USA
- Motivation**
- > [There is a shortfall of scientists and no motivation in pursuing careers in science by young people especially girls.](#)

Janette Burgess



- Faculty**
- > Faculty of Medical Sciences
- Content of Research**
- > Understanding role of the extracellular matrix in lung pathology
- CV**
- > Post-doctoral position at the University of Sydney
 - > Associate Professor, The University of Sydney and ongoing Honorary Appointment
 - > National Health and Medical Research Council (NHMRC) (Australia) Peter Doherty training award (2000-2006), NHMRC R.D Wright Career Development Award (2006-2011) and a NHMRC Career Development Fellowship level 2 (2012-2015)
- Education**
- > PhD degree, University of New South Wales
- Motivation**
- > [Unravelling underlying mechanisms to enable treatment and prevention of human lung diseases that afflict millions of people worldwide.](#)

Nadia Baadj



- Faculty**
- > Faculty of Arts
- Content of Research**
- > The Cabinetization of Visual and Material Knowledge in Early Modern Europe.
- CV**
- > Postdoctoral researcher & lecturer, Institute for Art History, University of Bern (2013-2015)
 - > Awarded research and curatorial fellowships from the Victoria & Albert Museum, London; Max Planck Institute for the History of Science, Berlin; National Gallery of Art, Washington; Metropolitan Museum of Art, New York
- Education**
- > PhD, History of Art & Architecture, University of Michigan (2012)
- Motivation**
- > [Object-based knowledge played a central role in early modern education. I examine ways in which this approach can be applied in the modern university and museum.](#)

Judith Daniels



- Faculty**
- > Faculty of Behavioural and Social Sciences
- Content of Research**
- > Consciousness studied through neural alterations following psychological trauma
- CV**
- > Juniorprofessorin at University Magdeburg, Germany, 2014-2015
 - > Awarded a DFG grant for a MRI study (2 Ph.D. students) in 2014
- Education**
- > Postdoctoral Fellow at Charité Berlin, Germany, 2010-2013
- Motivation**
- > To develop better treatment approaches while learning about human nature.

Amalia Dolga



- Faculty**
- > Faculty of Mathematics and Natural Sciences
- Content of Research**
- > Combating brain degeneration through mitochondria and inflammation.
- CV**
- > Habilitation degree/Privatdozent, Phillips-University of Marburg, Marburg, Germany, 2013-2015
 - > Postdoctoral fellow, Phillips-University of Marburg, Department of Pharmacology and Clinical Pharmacy, Marburg, Germany, 2008-2013
- Education**
- > PhD degree cum laude awarded Rijksuniversiteit Groningen, Department of Molecular Neurobiology, The Netherlands, 2004-2008
- Motivation**
- > [Therapies for neurodegenerative diseases are limited. Therefore, it is essential to generate novel molecular mechanism insights to prevent brain pathologies.](#)

Anastasia Borschevsky



- Faculty**
- > Faculty of Mathematics and Natural Sciences
- Content of Research**
- > Relativistic methods for atomic and molecular properties.
- CV**
- > Postdoctoral Fellow, Helmholtz Institute Mainz, Germany, (Working at the GSI)
 - > Visiting researcher, School of Physics, UNSW, Sydney, Australia
 - > Postdoctoral Fellow, Centre for Theoretical Chemistry and Physics, Massey University, Auckland, New Zealand
- Education**
- > PhD degree, School of Chemistry, Tel Aviv University, Israel
- Motivation**
- > [The aim of this research is to gain a better understanding of the fundamental laws governing the universe.](#)

Pratika Dayal



- Faculty**
- > Faculty of Mathematics and Natural Sciences
- Content of Research**
- > The rise of galaxies in the first billion years,
- CV**
- > Institute of Computational Cosmology and Institute of Advanced Study, Durham University (2014-2015)
 - > Institute for Astronomy, Edinburgh University (2011-2014)
 - > Founding member of the Young Academy of Groningen (2016 - present)
 - > Core-team member for the next generation of astronomical observatories (Square Kilometer Array and THIEA)
 - > Addison Wheeler fellow at the Institute of Advanced Study, Durham University
 - > Key scientist for the Shona art-science interdisciplinary outreach project
- Education**
- > PhD, SISSA (International School for Advanced Studies), Trieste, Italy (2006-2010)
- Motivation**
- > [The 'Rosetta Stone' of modern astrophysics, the earliest galaxies holds the key to understanding the beautifully complex Universe we see today.](#)

Sahar El Aidy



- Faculty**
- > Faculty of Mathematics and Natural Sciences
- Content of Research**
- > Unravelling the metabolic dialogue in the microbiota-gut-brain axis.
- CV**
- > Marie Curie Research fellow at the European Institute of Oncology, Milan, Italy
 - > Lecturer at Sadat University, Egypt
 - > Research fellow at the Alimentary Pharmacobiocentric Centre, University College Cork, Ireland
 - > Specialist in host-microbe interaction at the Nestle Research Centre, Lausanne, Switzerland
- Education**
- > PhD from Wageningen University in February 2012
- Motivation**
- > [To decipher the molecular mechanisms underlying the cross talk between the microbiome and host gut-brain axis, thereby influence \(mental\) health.](#)

Kerstin Bunte



- Faculty**
- > Faculty of Mathematics and Natural Sciences
- Content of Research**
- > Learning interpretable models for the integrative analysis of heterogeneous interdisciplinary data.
- CV**
- > Marie Curie Research Fellow at the School of Computer Science, The University of Birmingham, United Kingdom.
 - > Awarded an Individual Fellowship 659104: LeSoDyMas.
 - > Postdoctoral Research Fellow at the ICTEAM institute, Université catholique de Louvain, Belgium.
 - > Research projects: non-linear dimensionality reduction and visualization.
 - > Postdoctoral Research Fellow at the Department of Information and Computer Science (ICS), Aalto University, Finland
 - > Postdoctoral Research Fellow at the Center of Excellence Cognitive Interaction Technology CITEC, Bielefeld University, Germany
- Education**
- > PhD degree, University of Groningen
- Motivation**
- > [Develop interpretable machine learning algorithms for interdisciplinary problems involving potentially very large and complex datasets from various sources or technical platforms.](#)

Julia Even



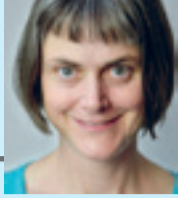
- Faculty**
- > KVI-CART
- Content of Research**
- > Catching exotic matter.
- CV**
- > DAAD fellowship for early stage researchers at TRIUMF, Vancouver, Canada (2015-2016)
 - > Postdoctoral researcher position at Helmholtz-Institute Mainz, Germany (2012-2014), project leader of "Gas-phase chemistry of Sg(CO)6 – Establishing a novel compound class of super heavy elements". The main result of this project was published in the Science magazine in 2014.
 - > Research assistant at the Institute for Nuclear Chemistry, University Mainz, Germany (2007-2011)
 - > Invited speaker at the 160th Nobel symposium (2016)
 - > ARCEBS young scientist award (2014)
- Education**
- > Doctoral degree, Johannes Gutenberg University Mainz, Germany (2011)
 - > Diploma in chemistry, Phillips University Marburg, Germany (2012)
- Motivation**
- > [Curiosity! "That I may understand whatever binds the world's innermost core together" \(J.W. v. Goethe, Faust\)](#)

European Union



Co-funded by the European Union
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Leah Henderson



- Faculty**
- > Faculty of Philosophy
- Content of Research**
- > Reliability and evidence in scientific investigations.
- CV**
- > Fellow, Center for Formal Epistemology, Carnegie Mellon University, Pittsburgh.
 - > Post-doctoral research assistant in quantum information theory. Department of Mathematics, University of Bristol, UK.
 - > NWO Veni grant awarded 2016
 - > Massachusetts Institute of Technology Presidential Fellowship
- Education**
- > PhD in Philosophy, Massachusetts Institute of Technology, USA, 2010
- Motivation**
- > [To reach a deeper understanding of how evidence works in science.](#)

Carolyn Lam



- Faculty**
- > Faculty of Medical Sciences
- Content of Research**
- > Women, Ageing & Heart Failure
- CV**
- > Senior consultant cardiologist & Associate Professor of Medicine, Singapore
 - > Chairperson of the Asia Pacific Association of Women's Cardiovascular Disease
 - > Started the first Women's Heart Health Clinic and Heart Failure with Preserved Ejection Fraction Programme in Singapore; Awarded the L'Oreal Women In Science Award (2012), InterAcademy Medical Panel Young Physician Leader (World Health Summit in Berlin, 2012), and Junior Chamber International Ten Outstanding Young Persons of the World (Singapore, 2014) for achievements in women's cardiovascular disease.
- Education**
- > PhD: University Medical Centre Groningen
- Motivation**
- > [To unravel the mystery of why women are predisposed to this disease, understand its pathophysiology, and identify novel therapeutic targets.](#)

Jing Wan



- Faculty**
- > Faculty of Economics and Business
- Content of Research**
- > Consumers' Moral Judgements and Behaviors
- CV**
- > University of Toronto
 - > Rosalind Franklin Fellow (2015-present)
- Education**
- > PhD, University of Toronto (2009-2015)
- Motivation**
- > [To develop techniques that would encourage individuals to engage in more ethical consumption practices and pro-social behaviors.](#)

Jana Hönke



- Faculty**
- > Faculty of Arts
- Content of Research**
- > Transnational governance as everyday practice and new political geographies
- CV**
- > Acting full professor in Peace and Conflict Studies, Universität Marburg
 - > Tenured lecturer in International Relations, University of Edinburgh
 - > Researcher at Collaborative Research Centre SFB700 Governance in Areas of Limited Statehood, Freie Universität Berlin
 - > Post-Doc fellow at the University of Ottawa, and a visiting researcher at the Centre of Criminology, University of Cape Town and the Sociology of Work Unit, University of Witwatersrand
- Education**
- > PhD in Political Science from Freie Universität Berlin
- Motivation**
- > [To overcome Western- and state-centric narratives of 'the global'.](#)

Shara Monteleone



- Faculty**
- > Faculty of Law
- Content of Research**
- > Innovative regulatory mechanisms for Data Protection in the evolving digital environment
- CV**
- > Former researcher at INRIA, France and policy analyst at the JRC of the European Commission.
 - > Assistant Professor at the University of Groningen (Faculty of Law, Security, Technology and ePrivacy team) and Rosalind Franklin Fellow.
- Education**
- > PhD in Law and Technology awarded from the University of Florence (Italy).
- Motivation**
- > [To investigate how to apply behavioural insights into privacy policy and law \(hard and soft law\) and overcome the weakness of informed consent in online data protection.](#)

Marit Westerterp



- Faculty**
- > Faculty of Medical Sciences
- Content of Research**
- > Cholesterol transport, inflammation, and cardiovascular diseases
- CV**
- > Research Assistant Professor, Columbia University, New York NY 2012-present
 - > Rubicon grant 2007, American Heart Association Postdoctoral Fellowship 2009, VENI grant 2010, Editorial Board member Circulation Research since 2014 (Gold reviewer status 2014, Platinum reviewer status 2015), Roger Davis Investigator Award for Transitional Faculty in Lipoprotein Metabolism 2015, Rosalind Franklin Fellow 2015, VIDI grant 2015.
- Education**
- > PhD on Hyperlipidemia, Inflammation, and Atherosclerosis 2003-2007, both at Leiden University, The Netherlands
- Motivation**
- > [To elucidate new pathways involved in atherosclerosis and cardiovascular diseases.](#)

Iris Jonkers



- Faculty**
- > Faculty of Medical Sciences
- Content of Research**
- > How do we get an autoimmune disease?
- CV**
- > Postdoctoral research at Cornell University, USA 2009-2014
- Education**
- > PhD at ErasmusMC on the regulation of X-chromosome inactivation
- Motivation**
- > [I want to understand why some individuals with a genetic predisposition, but not others, get an autoimmune disease.](#)

Judith Paridaen



- Faculty**
- > Faculty of Medical Sciences
- Content of Research**
- > Regulation of stem cell function in developing and adult tissues
- CV**
- > Post-doctoral researcher at the Max Planck Institute for Molecular Cell Biology and Genetics (MPI-CBG) in Dresden, Germany on a long-term European Molecular Biology Organisation (EMBO) post-doctoral fellowship.
- Education**
- > PhD research at the Hubrecht Institute for Stem Cell Research and Developmental Biology, Utrecht
- Motivation**
- > [I am fascinated by the question as to how seemingly invisible processes within single cells ultimately affect our whole body.](#)

Clare Wilde



- Faculty**
- > Faculty of Theology and Religious Studies
- Content of Research**
- > The Qur'an and Christianity: A Complex Relationship
- CV**
- > Before coming to RUG, taught in the US, Italy, Qatar and New Zealand.
 - > Participant in various international conferences, projects and publications related to Islam and Late Antiquity, as well as Syriac and Arabic Christianity.
 - > Recent publication: Approaches to the Qur'an in Early Christian Arabic Texts (Academica Press: 2014)
- Education**
- > PhD in Church History from CUA (Washington, DC)
- Motivation**
- > [To better understand Qur'anic statements about monasticism; to highlight the heterogeneity of early Islamic society, including Christian-Muslim relations.](#)

Miriam Kunz



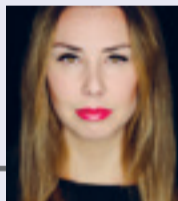
- Faculty**
- > Faculty of Medical Sciences
- Content of Research**
- > Pain and dementia: From basic research to clinical pain assessment
- CV**
- > University of Montreal (Canada), University of Munich (Germany), University of Bamberg (Germany)
 - > Prize for excellent teaching 2011 of The University of Bamberg;
 - > Management Committee Member of a EU funded initiative to improve pain assessment in patients with cognitive impairment (COST Action);
 - > A 2 year Research Fellowship by the German Research Foundation (DFG);
 - > Rosalind Franklin Fellow at the UMCG (2015), Department of General Practice and Elderly Medicine
- Education**
- > PhD (magna cum laude) (University of Bamberg, Germany) 2006
 - > Habilitation thesis (University of Bamberg, Germany) 2012
- Motivation**
- > [I hope that I can improve life quality for patients with dementia.](#)

Marthe Walvoort



- Faculty**
- > Faculty of Mathematics and Natural Sciences
- Content of Research**
- > Unraveling the Complex World of Sugars in Health and Disease
- CV**
- > Postdoctoral researcher, Massachusetts Institute of Technology (USA), 2012 - 2015
 - > Founding member, Young Academy of Groningen, 2016-present
 - > Veni Laureate 2016
- Education**
- > PhD degree in Chemistry (cum laude), Leiden University, 2007-2012
- Motivation**
- > [Sugars are the most abundant, most complex and least understood molecules in nature.](#)

Claudia Yamu



- Faculty**
- > Faculty of Spatial Sciences
- Content of Research**
- > Help Planners To Plan: Dealing with Complexity
- CV**
- > Head of the Spatial Simulation Lab, TU Vienna
 - > JSPS Fellow, Tokyo University
 - > Urban Design & Planning Consultant, Space Syntax Ltd. London
 - > Honorary Research Assistant, University College London
 - > Architect
 - > The Michael Breheny Prize, 2016
 - > JSPS Fellow, Tokyo University, 2015
 - > Austrian Sustainability Award, 2011
- Education**
- > PhD in Geography, Université de Franche-Comté, head of jury: Université de Paris-Sorbonne
 - > PhD in Architecture, TU Vienna, in coop. with the University of Texas
- Motivation**
- > [Understanding the complexity of our built environment is crucial for creating meaningful guidelines into the future.](#)

Rosalind Franklin

Rosalind Elsie Franklin (25 July 1920 - 16 April 1958) was an English chemist and X-ray crystallographer who made contributions to the understanding of the molecular structures of DNA, RNA, viruses, coal and graphite. Although her works on coal and viruses were appreciated in her lifetime, her contributions to the discovery of DNA were largely recognized posthumously.

Franklin studied Chemistry at Newnham College, Cambridge, from where she graduated in 1941. Earning a research fellowship, she joined the University of Cambridge physical chemistry laboratory, which she left in 1942 for the British Coal Utilisation Research Association (BCURA) to work on coals. This helped her earn a PhD in 1945. She went to Paris in 1947 as a chercheur (post-doctoral researcher) at the Laboratoire Central des Services Chimiques de l'Etat, where she became an accomplished X-ray crystallographer.

Joining King's College London in 1951, she started working on X-ray diffraction of DNA. Franklin is best known for this work, which led to the discovery of the DNA double helix. After seeing her X-ray photos (unknown to Franklin), James Watson and Francis Crick, working on a theoretical modelling approach to discover the structure of DNA, realized that they had empirical evidence for their theory of the double helix. For this discovery, they and Maurice Wilkins shared the Nobel Prize in Physiology or Medicine in 1962. Unfortunately Watson and Crick did not credit Franklin in their publications, and her contribution to the discovery

of DNA was therefore only recognized much later. In 1953 she moved to Birkbeck College to head up her own research team. She was still working there when she died in 1958 at the age of 37 of ovarian cancer, probably as a result of inadequate radiation safety measures. Had she survived, she would have undoubtedly been one of the most renowned female scientists of her generation in Europe. Today her work is a shining example to brilliant young female academics who are interested in a career in science.



Chief Diversity Officers

Female talent matters

Talent development is fundamental to excellence in research and teaching. If you do not attract and develop talented people, you cannot achieve and maintain excellence. The University of Groningen therefore strives to be a community in which all talent (male and female) is recognized and can blossom. Although the Rosalind Franklin Fellowship programme has been rather successful, the percentage of female associate and full professors is still far too low and is still below the target of 25% set for 2015.

Additional measures have therefore been taken. One of these is the appointment of two faculty deans as Chief Diversity Officers, Gerry Wakker and Jasper Knoester. In the short term, the Chief Diversity Officers have the following tasks:

- To increase the awareness of the need for gender diversity at all levels of the University with a focus on inclusive leadership and making staff aware of unconscious bias
- To closely monitor and evaluate the progress of gender diversity
- To maintain contact with networks involved in gender diversity at the University



Gerry Wakker



Jasper Knoester

The turning point is rapidly approaching!

The Rosalind Franklin Fellowship programme is great, but our approach is still too fragmented. The process of creating a gender-neutral organization is a complex problem, which can only be resolved by introducing a whole range of different measures. There is nothing wrong with the way we recruit fellows; we appoint fantastic women in a seriously competitive market. But we need to find a better way to explain their position to our existing staff members, who suddenly find themselves confronted with new colleagues who seem to have it made: they are well paid, allocated a PhD student and guaranteed progression to a Chair. This can create discord, increasing the fellows' chances of becoming isolated. As an organization, we must try to prevent this.

At the same time, they must be allowed to progress swiftly if they excel, without causing raised eyebrows. We must accept that some men will have their noses put out of joint. On the whole, these are less competent men who are afraid that competent women are going to take their jobs.

Luckily, the younger generation of academics has other ideas about forging a career.

“
Don't be afraid of
demonstrating your qualities.
”

Every step in our application and appointment processes must be independently monitored and interventions staged wherever necessary. The HR department is already working on this, and the staff are highly motivated. I am optimistic that the time is rapidly approaching, that the balance is about to tip and we are close to achieving a gender-neutral organization.

So what is my advice to new fellows? Find yourself a good mentor, don't try to go it alone. Your mentor can help you on your path towards your next step. Secondly: just do what you've been appointed to do and what you're good at. Don't be afraid of demonstrating your qualities. Just concentrate on this. It's where your strength lies.'



Ingrid Molema

Chair of the advisory committee for Rosalind Franklin Fellowships / Chair of the Dutch network of Women Professors (LNVH)