

Young Academy Groningen

Year Review 2016

20 March 2017

1. Objectives of the Young Academy Groningen

In July 2015, the concept for the Young Academy Groningen was developed. The goal of the Young Academy Groningen is to bring together the young talented researchers from all disciplines at the University of Groningen into a prestigious group that represents a voice of early career researchers at the University. The group of Young Academy members aims to not only represent top academic research, but are also actively involved in matters pertaining to the broader reaches and applications of science research, including academic policy, interdisciplinarity, public outreach, and academic diversity and internationalization. Young Academy members and their activities aim to strengthen the local, national and international reputation of the University.

The objectives for the Young Academy Groningen as laid out in the conception are as follows:

- a) Regular contact and meetings with each other and with the rector for exchanging ideas.
- b) Represent the University to local organizations and networks.
- c) Organize a Young Faculty Forum for all young researchers, to exchange research ideas and information, and promote interdisciplinary collaborations.
- d) Participate in a year project (similar to the DJA) preferably on one of RUG's three themes with the objective to promote cooperation and interdependence at the University.
- e) Implement joint projects within the Young Academy's vision of research and science policy, interdisciplinarity, valorization, societal impact, diversity and internationalization.
- f) Advise the RUG Executive Board on policy matters related to research and/or findings of any of the above mentioned projects.

The Young Academy Groningen (YAG) was officially launched in July 2016 with 17 founding members. Since September 2016 the founding members of the Young Academy Groningen have been laying the foundation for the group's activities. With this document we provide an overview of the organizational processes and activities that have been carried out by the Young Academy Groningen in 2016.

2. Organization of the Young Academy Groningen at the University of Groningen

2.1 YAG Board and General Assembly

The YAG consists of 17 founding members and is headed by the Young Academy Board. The YAG Board for 2016/2017 is:

- Diederik Roest (Chair, Policy)
- Marie-Jose van Tol* (Deputy Chair Interdisciplinarity)
- Dorina Buda (Deputy Chair Diversity and Internationalization) and
- Merel Keijzer (Deputy Chair Outreach).

* In early 2017 Han Thomas Adriaenssen will temporarily replace Marie-José van Tol during her pregnancy leave.

The Board members were voted in unanimously by the general assembly. The role of the Board is to oversee the general activities of the YAG, interacts on behalf of the YAG with the

RUG Executive Board and the Deans of the Faculties, act as the contact point for the Young Academy, and are responsible for organizing the rules and regulations governing to Young Academy, including the yearly calendar and Young Academy budget.

The YAG Board meets on a bimonthly basis with the Rector Prof. Elmer Sterken to discuss matters concerning the YAG. The Young Academy Board also participates bimonthly in the CvB lunches held in the Engelse Zaal (occurring on alternating months from the meetings with the Rector). Often one or two additional members from the Young Academy participate in these lunches. The CvB lunch participation provides an excellent platform for discussion with all participating members of the University Executive Board and University community.

The members of the YAG general assembly are organized into four working groups, each headed by a working group Chairperson who manages the activities of the group. The four working groups are 1) Policy, 2) Interdisciplinarity, 3) Diversity and Internationalization and 4) Outreach. These four working groups were organized because they encompass the four most important areas of academic impact in a more broader sense outside one's own individual research program and research interests. The intention is that each Working group has an affiliated Board member which acts as a liaising person between the Working Group and the YAG Board. This follows a similar organizational structure as the National Young Academy (DJA).

Figure 1: Organizational Structure of the Young Academy Groningen



All YAG activities and events are organized within the framework of the four working groups, however YAG events and activities may involve more than one working group.

2.2 Contacts and Meetings

Start-up phase

We had several meetings to kick-off the founding year of the YAG. These meetings gave the founding members the opportunity to meet each other and discuss the framework of the Young Academy Groningen. The meetings included a Kick-Off Meeting (April 2016), a Visions and Identity Session (June 2016), and a Young Academy Retreat (August 2016).

The Kick-Off meeting was the first meeting which brought together all YAG members. Here we laid the building blocks for the foundation of the YAG.

As a follow-up to this meeting, the YAG organized a Visions and Identity Session which resulted in the YAG members formulating their Mission statement around which all activities of the YAG are based upon (see *Appendix 1*).

The Young Academy retreat involved a full day of discussions with members about their research topics. The retreat was an excellent networking event, and laid the foundation for the development future interdisciplinary research collaborations amongst YAG members.

2.2.1 Meeting structure

The members of the YAG regularly come together to meet and discuss matters together in an open setting.

Monthly gatherings

The members hold monthly gatherings at the Van Swinderen Huys. At these meetings members of the University are often invited to come and discuss different topics with Young Academy members (examples: Nyckle Swierstra, Communications, Marjan Koopmans, PhD Bursary system, Ritsert Janssen, Dean Talent Development, with Dicky Tamminga, Margot Edens, Anke Schuster-Koster and Ingrid Molema from the Talent Development team).

Working group meetings

Further, members within each working group meet approximately every two weeks to discuss matters relevant to each working group. The outcomes of the working group meetings are often discussed at the monthly gatherings at the Van Swinderen Huys.

General Assembly

Every two months, the YAG holds a General Assembly. All Young Academy members are required to attend the General Assemblies. The YAG Board sets the agenda of the General Assembly and all important and official matters regarding the running and functioning of the YAG are discussed at the General Assembly. If something requires a voting majority, these are voted on and implemented at the General Assembly meetings. In 2016 two general assemblies were held, one in October and in December.

2.3 Achieved results and decisions

Through the two General Assemblies held in 2016, the YAG passed several important regulations:

- YAG organization and Working Groups
- Role of the YAG Board and Working group Chairs
- Nomination and selection of Board members
- YAG Missions and Identity Statements
- PhD project selection process
- New member selection process

3. Projects, Training and Events

3.1 Projects

In 2016 the YAG developed several projects to be integrated as part of the YAG yearly calendar.

3.1.1 PhD Projects

Each year YAG members are provided with three PhD positions for developing interdisciplinary research projects. This being the founding year, the YAG developed a set of rules and regulations for selecting the PhD projects to be funded each year (see *Appendix 2*).

Together with Marjan Koopmans and Lou de Leij, the YAG embedded their PhD selection process within the framework of the PhD Scholarship program.

In early 2017 YAG members chose the three projects to be funded with a PhD student (see *Appendix 3*) and we anticipate the first PhD students will start in September 2017.

3.1.2. Yearly Project 2016/2017

Each year the new YAG members are involved in the creation of a yearly project. Because the founding year consists of 17 members, the YAG members organized a Yearly project committee to run the Yearly Project on behalf of all 17 members. The Yearly project committee consists of Merel Keijzer (Chair), Marie-Jose van Tol, Lude Franke and Rudolf Fehrmann.

This year the Yearly project theme is **Talent Development**. In the development of the Yearly project, YAG members consulted with Ritsert Jansen (Dean Talent Development) and the members of the talent development team. Several subprojects have been developed under this theme, which include developing activities directed at Early career researchers within the University community and at local schools together with the Scholierenacademie (see *Appendix 4*). The activities of the Yearly project will begin in 2017.

3.1.3 New Member selection Round

In November 2016 the YAG opened up the next call for Young Academy members. Prior to opening the call, YAG members developed the Rules and Regulations governing the new member selection process with feedback from the Rector and the faculty Deans (see *Appendix 5*) and a selection committee was formed. A total of 68 applications were received at the closing date of December 15, 2016. The outcome of the new member selection process was completed in 2017 and resulted in the selection of seven new members:

Prof. Ming Cao (FSE)
 Dr. Simon Friederich (UCG)
 Dr. Joost Keizer (Arts)
 Dr. Sonja Pyott (UMCG)
 Dr. Gert Stulp (FBSS)
 Dr. Susanne Täuber (FEB)
 Dr. Marieke van Vugt (FSE)

Dr. Erin Wilson (Theology) also became a YAG member as she has been nominated for membership into the DJA in 2017. As part of the YAG rules and regulations, all persons who receive membership into the DJA may automatically become a YAG member.

The composition of the YAG after the new round of selection is as follows:

Faculty	Members (M/F)	% of YAG
Arts	4 (2/2)	16
FBSS	1 (1/0)	4
FEB	1 (0/1)	4
FSE	8 (3/5)	32
KVI	-	-
Law	1 (1/0)	4
Philosophy	1 (1/0)	4
Spatial Sciences	1 (0/1)	4
Theology	2 (1/1)	8
UCG	1 (1/0)	4
UMCG	5 (3/2)	20
Total	25 (13/12)	

3.2 Training

The YAG is a platform for developing academic leadership. One important role of Young Academy members as “ambassadors for science” is to communicate their scientific research and the Young Academy’s message to a broader audience. Therefore we developed a communications and media training course, together with Jeannine De Bruin (Hakuna Matata Science and Media Training), Silvia Huisman (HR) and Nyckle Swierstra (Communications), specifically tailored to Young Academy members. During the course members practiced sending their message to a broader audience with hands-on camera training, and participated in the making of short video clips. Members were provided feedback on their communication strategies from these films. One of the trainers is an assistant on the television program *De Wereld Draait Door* who gave the members excellent tips on how to participate in media talk show programs. The course was rated very highly by the YAG members. We will make the communications course an annual offering to new YAG members as part of the Young Academy yearly calendar.

3.3 Events

3.3.1. Inauguration

The first event as a YAG was the inauguration of the founding members. On July 4th 2016, the members were officially inaugurated in an evening ceremony hosted by Prof. Elmer Sterken (Rector Magnificus). Speakers included Prof. Lodi Nauta, Dean Philosophy and a member of the selection committee for selecting the founding members, and Gerlinde de Deyn, Chair of the Wageningen Young Academy. The newly elected YAG Board also gave a brief statement on the plans for the Young Academy in 2016.

3.3.2. NWA Roundtable

On November 14th, the YAG hosted a NWA Roundtable event with Prof. Louise Gunning, President of the National Wetenschapsagenda, as the first collaborative YAG project. The purpose of the event was to create a much needed awareness of the impact of the National Wetenschapsagenda to the Dutch research landscape, with particular focus on early stage career researchers. At the two hour event, Prof. Gunning gave an opening talk on the current status of the NWA. Participants then discussed NWA-related impact statements proposed by the Young Academy members, with Mladen Popovic (YAG member) and Louise Gunning mediating the discussion. The outcomes of the Roundtable discussion were drafted in a statement letter (*see Appendix 6*) that was sent out to all persons who participated in the NWA Roundtable event. The Young Academy members will follow up on the impact of the letter in 2017 with members of the University who are involved in the NWA in Groningen, such as persons who were involved in developing the roadmaps and persons from Research Policy.

4. Visibility and Outreach

In addition to the events hosted by the YAG, other forms of media were developed in order to increase the visibility of the YAG to the University and the public. The Young Academy’s website www.rug.nl/research/young-academy was updated to include more details on the current members, their activities, and important news and agenda items.

A Twitter account was created @YAGroningen to communicate to an online audience by tweeting upcoming Young Academy Events, promote YAG members in the media, and to send out important policy and career development articles and statements that the Young Academy feel are important to disseminate to a broader audience.

The YAG were filmed for a Unifocus video which was played at the Inauguration ceremony and was posted on the Young Academy's website. The film introduces the founding members and promotes the vision of the Young Academy.

The YAG logo was developed together with advise from communications and house style departments with approval from the University Board. The YAG is in direct contact with the Communications department who help to organize flyers and posters for Young Academy events and to help in advertising and promoting these events. The YAG communication strategy is to increase the visibility of the YAG at the University of Groningen.

Figure 2: Young Academy Groningen logo



5. Interdisciplinary PhD projects

To acknowledge the importance of the YAG PhD positions and facilitate success of the interdisciplinary nature of these positions without consequences for the faculties/institutes involved, the following solution is proposed:

1. The three interdisciplinary PhD positions per year for the YAG are fully funded (i.e. bench fees not included) by the Board via the PhD scholarship programme budget (proposed and approved by Corporate Control).
2. The faculty of the (primary) YAG applicant is responsible for administration of the contract for the PhD position.
3. Upon graduation, the promotion fee is allocated to the faculty of the (primary) YAG applicant.
4. Both faculties involved make an agreement about the way the bench fees and the promotion fee are split between the faculties.

In 2017, the YAG members who are supervising the first three promotion PhD students will consult with the Faculty Deans from their respective Faculties to arrange the bench fees, with support from the YAG Board and CvB.

6. Summary and Focus points

Overall YAG members have come together as a group to build up the foundation for the Young Academy Groningen in its founding year. They have organized a large portion of the YAG, begun to integrate themselves into the University community, and hosted an NWA Roundtable event which brought together members of the broader Early Career Researcher community around a topic that is of great importance to researchers.

Focus points for 2017 are organizing events for the University community and the community in the Northern Netherlands. The Yearly Project will begin in 2017 which should contribute significantly to the Young Academy's outreach objectives.

7. Outlook for 2017

In 2017 the YAG will focus on furthering their goals as a voice for Early Career Researchers and further integrate themselves into the University environment (see Appendix 7 for the proposed 2017 YAG calendar).

YAG Board

The board of the YAG identifies the consolidation and implementation of the YAG structure and vision as one of the main goals specific to 2017. In particular, we aim to stimulate a productive and inspiring atmosphere in the entire YAG, enabling the different working groups to deliver their objectives. While we have made a great start in 2016, we will ensure that this results in concrete deliverables in the upcoming years. Similarly, we will continue to set up rules and regulations for the future organizational functioning of the YAG. So far, this has only been fixed for the parts relevant to the PhD selection procedure as well as that for the new member selection.

As part of our ongoing activities, the Young Academy Board will continue to meet with the Rector and CvB. The Board will also be meeting with the individual faculty deans to receive input from Deans with regards to the plans and activities of the Young Academy.

Once per year the YAG Board would like to present and discuss their year overview to the University Executive Board.

Yearly Project

The Yearly Project will begin in 2017. The members will host Early Career Research Lunches where all young researchers are invited to join for lunch and discuss topics that affect young researchers, for example work-life balance, stress management, diversity in academia, and career development. The conclusions drawn from these meetings will be addressed to the Executive Board as focus points at the University that can be addressed. The YAG will interact with local schools in collaboration with the Scholierenacademie, bringing scientific research activities to children in the community.

Policy Working Group

The policy working group will continue to speak out on, and contribute to, all matters related to academic policy. Specific points that have our attention are e.g. the PhD Scholarship Programme and Yantai branch campus. As we aim to represent the RUG ECR's in particular, we will organise activities and develop vision statements on issues relevant to this group (e.g. career paths; tenure-track system) - in collaboration with the Year Project committee. We will also continue the successful Round Table meetings that we have initiated with Louise Gunning in 2016. Targeted speakers and topics for 2017 include Stan Gielen on the NWO transition and/or Frank Miedema on the Slow Science initiative. Together, we hope that these actions will provide an open and fruitful platform for discussion, contributing to policy development.

Interdisciplinarity Working Group

In line with the Young Academy's overall goals and ambitions, the aim of the Interdisciplinarity Committee is to promote and further interdisciplinary research at the University of Groningen. To achieve this, the committee will organize a number of events.

1. Each year, the committee will present the YAG funded PhD projects starting in that year, and invite students and their supervisors to present their projects, and reflect on the way in which their different disciplines and fields of expertise complement each other. We will

develop events surrounding the interdisciplinary PhD projects for the University community. The content and style are to be determined as they will involve the PhD students themselves. With these events we hope to promote that a top-down approach to interdisciplinary research can be valuable for the University community of researchers.

2. In 2017, the Committee aims to organize the yearly University Colloquium, where a central scientific or societal topic will be approached from a number of different disciplines, and where prominent researchers reflect on the way in which other disciplines might benefit from their work. The first colloquium will be held on June 12, 2017.

3. Finally, the committee intends to organize an interdisciplinary seminar at the Royal Dutch Institute in Rome, where Groningen as well as Rome based researchers with different fields of expertise will join forces in addressing a shared theme or topic.

The Interdisciplinarity group will also plan the inauguration for the new Young Academy members on September 18th, 2017.

Outreach Working Group

The aim of the outreach committee is to make the University of Groningen the key outreach point in the north and increase its impact and visibility. One of our key motivations is to encourage and motivate more young people into academic fields. A second aim is to bring together the fantastically talented researchers at the RUG/UMCG to promote interdisciplinary conversations and, in time, collaborations. These dovetail perfectly with the aims of the YAG whose aim is to be a voice for inter-disciplinary research in the university and outreach in the community.

We plan to increase our online presence by further developing the website and starting a My University intranet website portal for early career researchers.

We plan to make more short films involving Young Academy members and other members of the research community with the goal of communicating research to the broader public audience. We also will work together with Maaïke Borst and the Dagblad van het Noorden to create Vlogs directed at the broader community in the Northern Netherlands, and develop podcasts around research related topics in collaboration with Amanda Brouwers at BNR (<https://projects.bnr.nl/expert-podcast-netwerk/>).

We will host an Outreach Interscience event on June 21, 2017 on the theme Energy, in collaboration with De Jonge Akademie.

Diversity and Internationalization Working Group

In line with the YAG's general mission statement, the working group Div&Int aims to promote and maintain the university's diversity and inclusivity of all academics, with a specific focus on early-career researchers. We (aim to) do this through the organization of events at which such topics are addressed (informative), or events through which diversity and inclusivity will be promoted (hands-on). Moreover, we aim to identify issues that may be at the root of inequality related to gender, nationality, race, religion, language, etc.

In 2017, these aims have resulted in the organization of a workshop on negotiation tactics (April 2017), and a contribution to the Summer School on Gender Diversity in Academia (July 2017) in the form of the sponsoring of a speaker. Also, YAG members will be present during a Meet&Greet with the summer school participants, to share our experience with gender-related issues.

New Members

In March 2017 the new members will be notified of their YAG membership. The YAG board will meet with the new members and introduce them to the YAG, its structure and the current members. They will be informed of their opportunity to organize a yearly project. We will hold an inauguration for the new members on the evening of September 18th, 2017 where the new members will introduce their plans for their yearly project to the University community.

PhD projects

The first interdisciplinary PhD students will begin in September 2017 on the projects themes mentioned in Appendix 3. In November 2017 the YAG will hold the next round of PhD theme submissions from YAG members for the 2018 selection round.

Appendix 1: Young Academy Groningen Missions and Identity Statements (June 2016)

Identity Statement

The Young Academy of Groningen:

1. is an incubator for ideas, to the benefit of both research and policy;
2. celebrates the core values of academic freedom and integrity;
3. represents and fosters diversity in the academic community;
4. is a platform for the development of academic leadership.

Mission

The Young Academy of Groningen:

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

Identity - Explanatory Notes

YAG is an incubator for ideas, to the benefit of both research and policy

YAG promotes an open and creative exchange of ideas among its members, to 1) inspire research and 2) provide input for policy development.

YAG celebrates the core values of academic freedom and integrity

Academic research is increasingly being evaluated in terms of short-term outcomes and economic profitability. YAG argues that this puts an undesirable and unproductive pressure on researchers and aims to counter this trend by furthering the appreciation of the wide variety of applied as well as fundamental research conducted at the University of Groningen.

YAG represents and fosters diversity in the academic community

YAG aims to create a welcoming and inclusive working environment at the University of Groningen. In coordination with existing programmes and efforts (e.g. the Rosalind Franklin Fellowship programme), YAG aims to provide a diversity of role models for young academics (graduate students; early-career researchers).

YAG is a platform for the development of academic leadership

To achieve its goals, the YAG provides training opportunities for its members (in e.g. academic leadership, dealing with media).

Mission - Specific Actions

YAG stimulates dialogue and collaboration between disciplines

1. To celebrate the diversity of disciplines at the University of Groningen, YAG organises events where experts from different fields are brought together to reflect on academic, scientific or societal themes that benefit from a multidisciplinary approach. These events use both formal and informal settings (symposia, 'Silly Talks'). Possible themes include: the basic income, academic funding, and the problem of implicit biases.
2. YAG yearly funds three multidisciplinary PhD projects.

3. YAG gives a voice to early-career researchers at the University of Groningen to influence policy

YAG installs a policy committee that

1. develops a vision on (academic) policy (e.g. allocation of university funds, staff performance evaluation criteria, NWA - National Science Agenda, RUG themes);
2. brings together the community of RUG early-career researchers, by organising workshops/meetings on (academic) policy issues;
3. communicates with other Young Academies in the Netherlands to exchange ideas and to coordinate efforts to influence policy at the national level.

YAG promotes investment in the professional development of early career researchers at the University of Groningen through tailored career paths

YAG works towards a supportive rather than challenging working environment for early-career researchers at the RUG. YAG promotes mentorship and coaching for early-career researchers and explores a more individually tailored and diverse tenure-track system, which rewards papers and grants as well as teaching and other contributions to the organisation.

YAG explores new approaches for connecting academia and society, with particular focus on the Northern Netherlands

YAG installs an outreach committee that will

1. develop a vision on YAG's specific opportunities for outreach, complementing existing activities at the RUG;
2. initiate outreach activities that target underrepresented audiences and explore opportunities for interactive rather than unidirectional communication.

Examples: regular appearances in local media (columns in Nieuwsblad van het Noorden; Stand van Stad, Night of Art & Science); activities for non-Dutch audiences (international school).

Appendix 2: Interdisciplinary PhD Projects Selection Procedure (December 2016)

1. Members of the YAG can submit one or more research ideas for the yearly interdisciplinary PhD projects. This idea (500 words maximum) is not a complete research proposal.
2. A research idea needs to have at least two supervisors. The primary supervisor needs to be a YAG member, but two YAG supervisors are preferred. The two supervisors need to work at different faculties or research institutes at the University of Groningen. However, external collaborators (such as members of other universities and industry partners) can be involved in the project.
3. YAG members who were successful in a previous YAG PhD project round are not entitled to submit a research idea for following rounds.
4. All YAG members rank all research ideas, except their own.
5. The three highest ranking ideas are advertised as open PhD positions on the university website.
6. Candidates apply by submitting their curriculum vitae and a letter of motivation, as well as
 - a. a full proposal on one of the research ideas listed in the advertisement, *or*
 - b. a proposal on another topic on the intersection of any two YAG members' fields of expertise.

Candidates opting for (b) are strongly advised to consult the relevant YAG members before submitting their application.

7. The YAG forms a selection committee consisting of at least (i) the authors of the three advertised research ideas and (ii) two other YAG members.
8. The committee selects the three best proposals.
9. YAG members accept the choices of the selection committees.
10. All faculties and graduate schools are informed of the choices of the selection committee.

Appendix 3: YAG Interdisciplinary PhD project themes 2017

Project 1.

Mood disorders and cognitive disorders are major contributors to lower quality of life and increased care costs associated with aging (Ganguli et al., 2002; Lenze et al., 2005; Leibson et al., 2015). With the number of senior citizens reaching record levels, attenuating the development of the most prevalent disorders of old age is a major clinical and societal challenge. In this project we will test the hypothesis that learning a new language in older adulthood increases cognitive flexibility, which in turn mediates the vulnerability to develop cognitive or psychiatric disorders associated with old age. Before applying, please contact the project's intended supervisors, Dr. Marie-José van Tol (Faculty Medical Sciences) (m.j.van.tol@umcg.nl) and Dr. Merel Keijzer (Faculty of Arts) (m.c.j.keijzer@rug.nl) for more information.

Project 2.

For decades, summaries of court judgments were published in written journals, which were not easily accessible for the public. Nowadays, courts publish their judgments online. For example, through www.rechtspraak.nl (NL) or through <http://hudoc.echr.coe.int> (ECHR). The goal of this project is to automatically identify (linguistic) patterns in this type of legal big data and use these to predict the outcome of the judgments. Before applying, please contact Martijn Wieling (Faculty of Arts) (m.b.wieling@rug.nl) and Michel Vols (Faculty of Law) (m.vols@rug.nl) for more information.

Project 3.

Metastasized melanoma cancer has an historically poor survival rate. Despite impressive recent advances due to the introduction of immunotherapy, most patients with metastatic melanoma still die of their disease. Recent research suggests that altered metabolism in the cancer cells is associated with poor patient survival. The goal of this interdisciplinary PhD project is to combine bioinformatics, medical oncology and organic chemistry to understand and perturb cancer metabolism in order to eventually improve treatment strategies. Interested candidates are advised to contact and Dr. Marthe Walvoort (Faculty of Science and Engineering) (m.t.c.walvoort@rug.nl), Dr. Rudolf Fehrmann (Faculty of Medical Sciences) (r.s.n.fehrmann@umcg.nl), and Dr. Hilde Jalving (m.jalving@umcg.nl) (non-Young Academy member) directly for more information.

Project 4. (open solicitation option to satisfy requirements of the PhD Scholarship program)

Alternatively, students may submit another project at the intersection of the expertise of two members of the Young Academy Groningen. Students considering this are strongly advised to consult prospective supervisors before applying. Contact data of Young Academy members can be found at <http://www.rug.nl/research/young-academy/current-members/>

Appendix 4: Yearly Project Young Academy of Groningen – 2017: A talent for science (December 2017)

The Young Academy of Groningen was founded in the summer of 2016. It aims to be a group of the University's youngest, most talented and ambitious researchers, who want to convey their excitement about doing research. That partly comes across in interdisciplinary collaboration all YAG member foster, but also in the platform the YAG tries to create for early career researchers and to facilitate their career paths by advising the university board on science policy issues. Furthermore, it actively tries to involve the general public of the North of the Netherlands in science. The first ever Yearly Project of the young academy aims to combine these goals, reaching out to both early career researchers at the University of Groningen but also to the scientists of the future: 10 to 14 year-old school children in the three Northern provinces of the Netherlands, operating under the general theme of ***A talent for science***.

1. Early career researchers at the University of Groningen

The first yearly project will see the launch of an online interactive platform, where early career researchers can find links to talent development schemes already in place at the University of Groningen, such as courses, grant writing training, etc., but also to useful links external to the university. Moreover, there will be an interactive component which sees YAG members and the young researchers visiting the environment engaging with each other. Interesting newspaper clippings about life in academia can also be shared and commented on via this space. Topics included will be life-work balance, dealing with rejected papers/grant proposals, finding your own path in academia, dealing with work stress, etc. Similar to the DJA yearly project of 2016 (Huiskamer van de wetenschap), the RUG platform too aims to 'connect and inform' early career researchers. The platform will remain in existence after the yearly project has ended. The year 2017 (right until the summer) will furthermore see a number of 'huiskamer' meetings about a given topic, where an invited speaker will take the floor for about half an hour, followed by intense discussion between the participants (see below for details).

February 2017 ¹	Kick-off event yearly project: <ul style="list-style-type: none"> - Launch of interactive platform for RUG early career researchers - College Tour event about slow science, with an invited (international) speaker
April 2017	Work-life balance
June 2017	Dealing with stress
September 2017	Transitioning from a single PI to leading a research group/team/lab
November 2017	More than a top scientist: the importance of excellence in teaching and valorization
December 2017	Final event where main points to have come out of discussion will be presented as a document on the interactive platform

Events are advertised via various university channels: my university, email, YAG website announcement.

2. School children in the North of the Netherlands

It is the YAG's great wish and intention to reach out to the community that surrounds the University of Groningen, i.e. the three Northern provinces. In this first Yearly Project we target the last two years of primary school and the first two of secondary school. We hope to use the Scholierenacademie's infrastructure to reach these target groups, but it is our explicit wish to also include VMBO schools rather than only VWO schools, so we may want to cast the net wider than what the Scholierenacademie's infrastructure can offer us. As opposed to the Scholierenacademie our aim is not so much to inform the children about a given topic, but to

show them what doing research is all about, that it entails more than a white lab coat, and that there can be a career for them in science. At the kick-off (aiming for January), video diaries of all founding YAG members will be presented, showing them in action (in their lab, fieldwork, library searches....) and explaining what they do and how they go about their daily lives in science. We also try to explicate how we think of questions, it all starts with a good question. This film will be distributed among schools willing to participate in the project. We then start a competition: individual students can come up with a research question within one of our fields of study. Every month, a number of YAG members travel to schools (can do several in one day) and in several rounds which we can dub "The new voice of science" we preselect the most promising proposals. The shortlisted proposals (research questions) are then invited for an event at the Academieggebouw where they battle against each other (form to be decided), having been trained by a YAG member as their coach. At the end, we select several winners who can be a scientist for a day, walk alongside us in our labs and actually investigate and try to find an answer to the question that they came up with.

Appendix 5: Rules and Regulations New Member Selection (October 2016)

1. Every academic year up to seven new YAG members are selected.
2. Only people with a contract at University of Groningen and UMCG who received their first PhD within the last 10 years are eligible for membership. This period may be extended up to a maximum of 2 years in case of illness and pregnancy/(child)care.
3. Every year the board of YAG publishes a call for new members. Selection will be held through an open round with the application being limited to the application form which includes a CV of 500 words maximum and the motivation questionnaire of 500 words maximum.
4. A list of received applications are sent to the respective Deans of their faculties for consultation.
5. The board of YAG proposes a member selection committee to the General Assembly of the YAG. This selection committee will consists of the YAG Chair, 2 YAG members and 2 external members.
6. The selection committee invites applicants from the list (see point 4) based on their CV and motivation letter for an interview.
7. After the interview round, up to 7 prospective candidates will be selected for YAG membership. Balanced representation of gender, nationality, and Faculty is considered in selecting new YAG members.
8. The YAG selection committee send their selected candidates to the University Board to be appointed.
9. Members are tenured for 5 years and cannot be reelected.

Appendix 6: Summary YAG Roundtable Discussion with Louise Gunning 14 November 2016

The meeting was attended by ~65 participants; the majority were (junior) scientists. The text below summarises the outcomes of the roundtable discussions (not necessarily reflecting consensus or YAG/RUG standpoints).

The National Research Agenda (NRA) will benefit early career researchers

- The NRA may benefit early career researchers insofar as
 1. it increases public visibility of research;
 2. it acts as an instrument to generate new funding, for research in general and for talent development in particular;
 3. it helps to make early career researchers less dependent on uncertain and temporary contracts;
 4. it helps to open up new career paths: by bridging the gap between private and public sectors, the NRA may help to smoothen transitions from academic to other kinds of careers.

- At the same time, the NRA may pose a risk:
 1. What if a promising new topic or area does not fit the agenda?
 2. It is not clear precisely who set the agenda. This is in the hands of, what at least seems to be, a rather closed group of mostly senior researchers.
 3. The NRA risks to become yet another hoop that young researchers are supposed to jump through. That time and effort is better invested otherwise.

- Suggestions and recommendations:
 1. The NRA should not become an instrument for redistributing existing funding. If it becomes a means of reallocating resources rather than of generating new ones, the NRA may perhaps benefit certain areas of research, but will do so at the expense of others.
 2. The NRA needs to involve early career researchers in the next stages of implementing the agenda. For this to happen, the NRA needs to communicate more clearly and publicly which those stages are, and how those seeking to do so can get involved.
 3. Early career researchers need to become more active in seeking involvement with the NRA.

The NRA fosters academic freedom

- The NRA will foster academic freedom only if that means: enhancing the freedom of the general public to express its wishes and priorities in scientific matters. Relatedly, the NRA may contribute to academic freedom if it enhances public support for research.

- The NRA will foster academic freedom only if
 1. the NRA generates *extra* funding to address the themes on the agenda. The NRA will prove a hindrance to academic freedom if NRA-based funding schemes will replace the current ones, without generating additional funding for research.
 2. it maintains some of its original open, free nature: NRA should continue to foster and communicate the importance of curiosity-driven research.

How can the ongoing implementation process become more transparent and democratic?

- Researchers will be more involved if they see how their work fits in the NRA, and if they are informed of developments.

- The NRA website should show, for each route, how it was developed and by whom (including names and contact details).
- The RUG should create a newsletter to inform staff about the next stages of the NRA process, and the ways in which those who wish to do so can become involved.
- Researchers need to be proactive in seeking involvement.

The NRA will bridge the gap between academia and society

- Public involvement needs to be sustained:
 1. The public needs to be informed about what happened since the call for questions went out and since an agenda of 26 routes has been distilled out of these questions;
 2. Questions that can be already answered, should be.
- The NRA needs to use the questions that have been collected to clarify the process of scientific research, and to show that:
 1. asking the right questions is a critical step in research, and not easy;
 2. although all research starts with a question, the answers and results it yields may be completely unexpected.
- Quality of existing media needs to be strengthened (e.g. science journalists).

The NRA gives a constructive focus to the Dutch research landscape.

- The focus of the NRA may be helpful, insofar as:
 1. Focus may help to generate more political appreciation of scientific research. That may be a good thing for research, at least for the research done in fields that have been singled out as focal areas.
 2. The routes that the NRA has defined may be helpful as instruments for communication between academia, society, and politics.
 3. Bottom-up input into NRA should continue.
- However:
 1. The list of routes and questions is rather restrictive.
 2. The routes and its focal themes are recognizable, but also artificial.
 3. Scientific research is an international enterprise, and focal points and questions are the result of interaction between researchers worldwide, not national politics.

The NWA will attract more (better; more diverse) researchers from abroad to the Netherlands

- The NRA may increase the attractiveness of the Netherlands academic employers if it brings more postdoc funding.
- The NRA may contribute to a more diverse academic community if NWA-funded researchers are recruited/selected differently.

Appendix 7: YAG Calendar for 2017/2018 (as of March 2017)

Event	Date	Style	Time and Location	Responsible person	Notes
JANUARY 2017					
Meeting with Elmer Sterken	January 17th	meeting	15:00-16:00 Elmer Office	YAG Board	
Van Swinderen Huys Gathering	January 24th	n/a	15:30-17:30 Club Lounge	YAG	PhD project selections
Meeting with Wageningen Young Academy	January 25th	trip	15:00- Wageningen	Merel Keijzer, Martine Maan	
FEBRUARY 2017					
YAG Board meets Dean FSE	February 6th		14:00-15:00 Bernoulliborg		Room 05.04 Jasper Knoester Office
ECR Lunch	February 7th	World Cafe style	12:00-14:00 Bruins Zaal	Merel Keijzer – YP	ECR mailing list, food,
New Member selection	February 10th	Interviews	9:00-18:00 Academy Building Faculteitkamer Godgeleerdheid	New member selection committee	
General Assembly CANCELLED	February 16th		15:00-17:00 Linnaeusborg	YAG Board	
CvB Lunch with YAG Members	February 20th		12:30-13:30 Engelse Zaal	YAG Board	Ingrid Bolwijn organizer Bettina and Martijn attending
<i>Van Swinderen Huys Gathering</i>	<i>February 21st</i>		<i>15:30-17:30 Club Lounge</i>		<i>Maaïke Borst and DVHN</i>
Meeting with Lou de Leij Dean Graduate Schools	February 27th		16:00 Academy Building room 1112.0247	Policy Group	Alicia for room booking
Meeting Nyckle Swierstra Branding of University results	February 28th		16:00 Board Room Van Swinderen Huys	YAG members	
MARCH 2017					
YAG Board meets Dean Philosophy	March 2nd		12:00-13:00	YAG Board - Alicia	Office Lodi Nauta
YAG Board meeting with Rector	March 21st	discussion	15:00 -16:00 Elmers Office	YAG Board	Agenda
<i>Van Swinderen Huys Gathering</i>	<i>March 22nd</i>		<i>15:30-17:30 Club Lounge</i>		<i>Working groups Holger Bakker, head communication</i>

					<i>s Nyckle Swierstra branding follow up 16:30-17:30</i>
APRIL 2017					
YAG GENERAL ASSEMBLY	April 10th		15:00-17:00 TBD Alicia Book room!	YAG Board	Rules and Regulations PhD Updates Working Group updates
Negotiations Strategy Workshop	April 12th	Workshop	Het Kasteel 14:30-18:00	Marthe Walvoort D&I Group	Het Kasteel Room 1.12 Coffee 14:30-15:00 Workshop 15:00-17:00 Networking drinks 17:00-18:00
CvB Lunch	April 18th	Lunch	12:30-13:30 Engelse Zaal	YAG Board	who?
<i>Van Swinderen Huys Gathering</i>	<i>April 18th</i>		<i>15:30-17:30 Club Lounge</i>		
ECR Lunch	April 19th	Discussion	12:00-14:00 Bruins Zaal	Merel Keijzer - YP	Topic: Transitioning from PI to leading your research group Guests: Ritsert Janssen and Talent Development
MAY 2017					
ECR Lunch	May 9th	tbd	12:00-14:00 Bruins Zaal	YP Group	Keep?
YAG Board Meeting with Rector	May 16th	discussion	15:00-16:00 Elmers Office	YAG Board	Agenda
TEDx University of Groningen	May 24th		?	D&I	Contact Dorina Buda
Van Swinderen Huys Gathering	May 30th		15:30-17:30 Club Lounge	YAG	
JUNE 2017					
YAG Board Elections?	June				
ECR Lunch	June 7th	Table discussion	12:00-14:00 Bruins Zaal	Merel Keijzer - YP	Food, speaker
CvB Lunch	June 12th	Lunch meeting	12:30-13:30 Engelse Zaal	YAG Board	
University Colloquium with YAG and Spinoza Laureates	June 12th	Forum	18:00 - 22:00 18:00-19:30 Engelse Zaal	Interdisciplinary Group Mladen Popovic Merel Keizer	Elmer Sterken Cisca Wijmenga Lodi Nauta Bart van

			20:00-22:00 Aula		Wees
YAG GENERAL ASSEMBLY	June 13th	Assembly	15:00-17:00 Faculteitkamer Rechten	YAG all	Agenda Board Elections
Interscience Event	June 21st	?	?	Diederik Roest	
Heidag with new YAG members	June 22nd	Retreat Day	tbd day	YAG Board	new members Alicia: Room booking
Van Swinderen Huys Gathering	June 28th	Gathering	15:30-17:30 Club Lounge	YAG	Agenda
Communications course?					New members and current members who could not yet join?
JULY 2017					
Gender and Diversity in Academia Summer School	3 July - 7 July	discussion	diverse locations in Groningen	D & I Group Dorina Buda	YAG Participation: Wednesday Evening: Event together with RFFs Friday July 7th: 09:00 to 09:30 Networking Coffee with the Young Academy of Groningen see: http://www.rug.nl/education/summer-winter-schools/summer_schools_2017/gender_academia/course-information

2017/2018 Academic Year

Event	Date	Style	Time and Location	Responsible person	Notes
SEPTEMBER 2017					
Opening Academic Year					
ECR Lunch					
Inauguration of New Members	Sept 18		evening 18:00-21:30	YAG Board Interdisciplinarity Group	Present their Yearly Project Introduction of new members: Videos with

					Nyckle Venue?
VSH Gathering					Organize meetings with Rector, CvB lunches
OCTOBER 2017					
Communications training course Day 1	beginning october				
Communications training course Day 2	end October				
VSH Gathering					
NWO Roundtable					
November 2017					
ECR Lunch					
Open call for Interdisciplinary PhD projects YAG members					
Open round for new member selection call for applications					Form selection committee (FBSS member)
December 2017					
End event Yearly Project					
Closing date for new member applications					
Close call for interdisciplinary PhD projects					