

Year Report 2018

Young Academy Groningen Board

5 April 2019

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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.

In 2018 the Young Academy Groningen submitted their midterm review which primarily reflected upon our goals and activities over the last 2,5 years and how these relate to our [missions](#) as an organization. With this year report, we provide an overview of the organizational processes and activities that have been carried out by the Young Academy Groningen in 2018.

2 Membership, Organization, and Meetings

2.1 Membership

In 2018 [eight new members](#) joined the YAG, Dr. Laura Bringmann (FBSS), Dr. Jan-Willem Bolderdijk (FEB), Dr. Nanna Hilton (Arts), Dr. Tina Kretschmer (FBSS), Dr. Jocelien Olivier (FSE), Dr. Saskia Peels (Arts) and Dr. Ward Rauws (Spatial Sciences) were selected through our annual selection process, and Prof. Marleen Kamperman joined as a new employee of the UG and current member of the DJA. After three years (including the founding YAG members and two years of YAG-organized member selection rounds) the YAG consists of 29 members.

Recently we completed our [2019 member selection round](#) where seven new YAG members were selected for YAG

membership, bringing the total to **36 members** (see Appendix 1).

Membership in the YAG is for a period of five years. During the initial 5-year start-up stage of the YAG, membership will grow to approximately 45 members in 2020. It will then decrease to a stable number of around 30 members per year once the five-year tenure of the founding YAG members is completed in September 2021.



2.2 Organisation

The Young Academy Groningen is headed by the YAG Board. From January to August 2018 the YAG board members were:

- Dr. Marie-José van Tol (Chair)
- Dr. Merel Keijzer (Vice Chair)
- Dr. Han Thomas Adriaenssen (Board member)
- Dr. Bettina Reitz-Joose (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 2018, the new Board members were:

- Dr. Simon Friederich (Chair)
- Dr. Sonja Pyott (Vice Chair)
- Dr. Han Thomas Adriaenssen (Board member)
- Dr. Bettina Reitz-Joose (Board member)

In January 2019, Han Thomas and Bettina also left the Board after serving for two years. Dr. Gert Stulp and Dr. Susanne Täuber were voted in as new Board members to join Simon and Sonja.

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.

In 2018 the YAG Board took the initiative to organize a meeting of all local Young Academies at Universities within the Netherlands and the National Young Academy, De Jonge Akademie (DJA). The goal of this meeting was to optimize exchanges of ideas and best practices between the various local YAs and DJA and see where we can join forces. The meeting was received very positively and we plan to meet once per year. The DJA is organizing the next meeting which will take place in Amsterdam on May 15th, 2019.

2.2.1 Working Groups and Highlights of Achievements in 2018

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

Interdisciplinary Working Group

The WG Interdisciplinarity aims to stimulate dialogue and collaboration between disciplines, within and outside of the University of Groningen through creating platforms and facilitating opportunities for people from different disciplines to meet, exchange, and discuss ideas and perspectives on various scientific topics. Specifically, we aim to organise a variety of meetings such as annual ECR lunches with explicitly interdisciplinary focus and topics, university colloquia where speakers from outside of the University of Groningen are invited, and "Bovenkamer sessions" as platform for debates by speakers of polarized/polarizing perspectives. Further, we oversee the interdisciplinary PhD projects where YAG members act as supervisors.

Highlighted Events in 2018: [University Colloquium](#) with Carel van Schaik, Bovenkamer Session with [Dianne Fleischman](#), ECR Lunch on [Applying for Interdisciplinary Grants](#), and videos highlighting our interdisciplinary research [projects](#).

Public Engagement Working Group

The public engagement group's main goal is to engage the public in academic research. Public engagement serves a few purposes of its own:

- We want to share our passion for research, with the hopes to ignite the same scientific passion among others (e.g. high school students)
- We want increase the awareness about different scientific methods and disciplines, thus correcting misperceptions about what science can and cannot do
- Via concrete public engagement activities, we can increase the visibility of the YAG within the university, as well the visibility of the UG beyond the university.
- Public engagement, we believe, is also direly needed to maintain public support for science: without proper understanding of the additional value (and limitations) of science, support for investments in science also crumbles.

Highlighted Events in 2018: We organized [Kennis is Koning](#) "science fair" during the kings visit to Groningen on April 27th. We also participated in [Zpannend Zernike](#) on October 6th, 2018. We recorded videos to explain our research to a wide, non-academic audience (e.g. Dagblad van het Noorden [vlogs](#), MOOCs, 1-minute [YAG videos](#)). We organized an [ECR lunch](#) on communicating research to the public with guest speaker Arjen Dijkstra from the Scolierenacademie. For 2019 we will host public lectures (e.g. Rotorcolleges at Noorderzon), will contribute to and edit a popular science book (e.g. the proverbs book, see section 2.1 below) and organize citizen science projects, asking members of the public to collect data and thus contribute to scientific research together with the University Museum.

Diversity and Internationalization Working Group

Our goals in our working group are to:

- Continue pressing on the gender pay gap issue, hopefully resulting in a new gender pay gap report by next year.
- Inform the creation of new policy and concrete measures to facilitate combining an academic career and having a family.
- Supporting efforts to facilitate the integration of international and new staff and helping them succeed. Specifically, we are involved in the "Onboarding" working group at the Faculty of Arts.
- We are working on creating a Young Science and Engineering network to support ECRs in the Faculty of Science and Engineering.

Highlighted Events 2018: We organized two ECR lunches on the topic of combining family and academia. We collected ideas and produced a report that we will use to stimulate policy making. We had meetings with Human Resources on the gender pay gap, identified problems with the existing analyses and produced suggestions for further and more correct analyses.

Policy Working Group

One of our main aims as YAG is to be a voice for early-career researchers and to reflect on and change policies that concern ECRs in particular. In 2018, the policy group has focused on the current reward and recognition system in academia tied in with what is the future outlook for *research impact* for ECRs. This includes addressing: the future of funding in the Netherlands, also considering alternative funding schemes; in what ways ECRs can be involved in the NWA; and how Plan S might have disproportionate impact on ECRs. We will further invest in exploring diverse ways of assessing quality (e.g., DORA), and how such diversity can also be reflected in the Tenure Track system. This will continue our investigation into TT policy differences between Faculties and the effects of these various policies on ECRs. Our goals are to:

- Put diversity in promotion policies (promotiebeleid) on the agenda, in particular in relation to the tenure track system.
- Play a key role in discussions on improving how research is assessed at our university.
- Put the shortening of the academic year on the agenda.
- Help formation of networks of early-career researchers at different Faculties (similar to YARN and YESS BSS)
- Be pro-active in “getting a seat at the table” when important upcoming policies are undergoing change

Highlighted Events in 2018: presentation about the obstacles for early-career researchers for the U4 (Feb 2018); Future of Funding event with Elizabeth Stroier (Rathenau Institute) and Klaas Vaessens (Ghent) (April); presentation about the Tenure Track for the UCW; [ECR Lunch](#) on NWA (October), co-organizing the Research Lunch on behalf of the Rector on [PlanS](#) (November), and subsequent submission of input for Plan S to Coalition S.

2.3 YAG Member Meetings and Outcomes from 2018

All YAG members come together once per month at the Van Swinderen Huys providing 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: During the General Assembly in June 2018 we voted on electing two new Board members, installing a finance committee, minor changes to the rules and regulations, and approved financial support for the YAG chair in the amount of 5000 euros transferred to their project code. The Chair spends significantly more time on the YAG and financial compensation helps alleviate time spent away from research. In December we voted on the topics for the YAG 2019 PhD projects and two new Board member positions.

2.3.1 YAG Talking Points

Often YAG members are in contact with policy and decision makers within the University community. In order to better coordinate and focus our impact within the community, we decided on five topics that are fully supported by all members of the YAG.

1. *Career Development for young researchers: We support clearly defined and attainable criteria, tailored career paths recognizing different areas of excellence (such as teaching, valorization, outreach, interdisciplinarity or academic leadership), extensions for life events, tenure may not depend on issues which the candidate has little control over (such as the award of grants in competitions with very low success rates).*

2. *Numbers of female associate professors and full professors: Recently numbers have fallen and trends are not promising. We therefore support active intervention to raise these numbers, such as quotas for promoting a woman every time a man is promoted, as temporary measures.*
3. *Ius promovendi: We support awarding ius promovendi to everyone who is the main supervisor of a PhD student.*
4. *We support shortening periods of active teaching and examining, such as in shortening the length of the academic year in line with international best practices (or leave system as it is and having blocks free for researchers), in order to improve teaching/research balance for staff and reduce stress for staff and students.*
5. *We support initiatives to strengthen support for families and dual career support for partners of young academic staff. These are major factors in the ability of the UG to retain young, talented academic staff and an important issue because of the University's unique position in the North of the Netherlands*

The YAG Board and members now take these points into their discussions with the Academic community (Deans, University Board, etc.) at the UG. The points further provide a framework for developing new initiatives and relating previous initiatives with the current focus.

3 YAG Structural Activities 2018:

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

3.1 YAG Member Projects

In 2018 the YAG had 30,000 euros to spend on YAG projects. In 2018 we received 7 requests for funding YAG member individual projects, which were all of high quality and could be funded. Another major project that was funded was the Kennis is Koning Kings Day event (see below).

Applicant(s)	Project (€)	Outcomes
Martijn Wieling	Lowlands €2000	<p>The funds were for conducting Martijn Wieling's Lowlands Science experiment "Hoe gedraagt je tong zich onder invloed van alcohol". The funding (EUR 2000) was used as a partial contribution towards the purchase of equipment necessary for the experiment (breathalyzer + mouth pieces, network attached storage and two second-hand laptops) and the creation of a movie (https://www.youtube.com/watch?v=Qz0CsZw4Ck8).</p> <p>The results have been accepted for publication in the proceedings of the International Congress on Phonetic Sciences 2019 in Melbourne, which is the most prestigious conference on phonetics worldwide (held every 4 years). The pre-print can be found here: http://www.martijnwieling.nl/files/Wieling2019.pdf. In addition, the project has received much media attention (top 4):</p> <ol style="list-style-type: none"> 1. NU.nl checkt dagelijks berichten op betrouwbaarheid. Bewering: "Je spreekt een vreemde taal beter na het drinken van alcohol." (online), <i>NU.nl</i>, November 9, 2018. 2. Je kunt proefpersonen in een universiteit niet zomaar vijf biertjes laten drinken (online), <i>ScienceGuide</i>, August 24, 2018. 3. Taalonderzoek tussen de Lowlands-optredens (online), <i>Kennislink</i>, August 23, 2018. 4. RUG-wetenschappers onderzoeken op Lowlands of je met alcohol op beter bent in een vreemde taal (newspaper), <i>Dagblad van het Noorden</i>, August 20, 2018.
Simon Friederich	Scientia €2000	<p>In this project, an accessible introduction to Simon Friederich's research was written by science journalists working closely together with him. This permitted the dissemination of his otherwise rather abstract work in the philosophy of cosmology to a much broader audience. The article was featured both internally and externally in the news of the faculty, and is used by Simon as a popular introduction to his work in various contexts. It contributed to the YAG mission goals "outreach" and "interdisciplinarity." The online open access article, also available as an e-book and an audio book, is accessible via this link:</p> <p>https://www.scientia.global/dr-simon-friederich-a-rare-universe-the-multiverse-debate-through-the-lens-of-philosophy/</p>

<p>Jan Willem Bolderdijk</p>	<p>Proverbs €1424,28</p>	<p>The Dutch language features a rich collection of proverbs, such as “Al is de leugen nog zo snel, de waarheid acherhaalt hem wel” and “Zoals de waard is vertrouwt hij zijn gasten”. Proverbs capture folk wisdom, and have been around for ages. But can we still trust them today? The “proverbs” book aims to find out. Young researchers, applying state of the art knowledge of their respective disciplines, will discuss the validity of specific proverbs. Thanks to the funding provided, the promotional booklet has been printed and distributed at various occasions, including during the new member inauguration ceremony. As intended, after reading the booklet, a number of additional early career researchers stepped forward, and are now contributing novel chapters to the proverbs booklet. The full book is scheduled to be presented at the Weekend van de Wetenschap 2019.</p>
<p>Marthe Walvoort</p>	<p>NextGenChem €2000</p>	<p>In 2018, Marthe received project funding from the YAG to help cover the costs for the symposium NextGenChem@NL, held on June 7 in Amsterdam, of which I was a co-organizer. The event is a yearly-recurring one-day symposium that brings together young principal investigators (assistant/associate professors, tenure-trackers, VENI/VIDI/ERC-StG laureates) working across the breadth of chemical sciences in the Netherlands. Since its first edition in Eindhoven in 2014, this event has yearly attracted between 30 and 40 participants. Enough funding was attracted to make this event available at no cost to the ECRs. The contribution from the YAG was used to cover the expenses of the location, lunch, coffee/tea, drinks and dinner. We think this event fits nicely with the aims of the YAG that is to stimulate interaction and dialogue between early career researchers from Groningen, and also from the greater Netherlands.</p>
<p>Diederik Roest</p>	<p>PoetrE=mc² €2000</p>	<p>In this project, four scientists were paired with poets. After some brainstorming and interaction, these meetings have resulted in separate poems to match the scientists' favorite equations. At the moment, there is an ongoing search for a suitable graphic designer that can transfer these four science and art expressions into a reproducible outcome such as a poster. The plan is to report with clear outcomes and deliverables on this project by the end of 2019.</p>
<p>Marieke van Vugt and Marie-José van Tol</p>	<p>Multi-disciplinary investigation of mechanisms underlying rumination €4000</p>	<p>The aim of this project was to collect data in an experiment which introduced cognitive science tools to study the effect of depression on thinking. A second aim was expanding that laboratory study with smartphone measurements of thinking in real life. The finding was used to hire a student assistant, Marlijn Besten, to carry out the project. The researchers finished collecting data from a group of 40 participants, and are currently analyzing the dataset. Due to the data that the researchers collected in this project they were able to secure a fully funded interdisciplinary PhD project from the Social Sciences competition, and which is supervised by Marie-José van Tol, Marieke van Vugt, and André Aleman. Marlijn has since become the PhD student of the project leaders and they are using the results to design a much larger and better study that also includes heart-rate monitoring and EEG. The YAG project funding was able to kick-start an interdisciplinary project, which has now solidified into a PhD project.</p>

Simon Friederich and Diederik Roest	Probabilities in cosmology Workshop €4000	<p>The aim of this project is to organize an interdisciplinary workshop in the area between physics and philosophy on the Probabilities of Cosmology.</p> <p>The workshop will bring together physicists and philosophers whose work has a particular bearing on the project topic. We plan to invite six particularly stimulating researchers out of a list of preliminary seven candidates, namely, Christopher Smeenk (philosophy of physics), Katie Robertson (philosophy of science), Ben Freivogel (cosmology), Klaas Landsman (mathematical physics), Erik Curiel (philosophy of physics), Sabine Hossenfelder (theoretical high energy physics), and Harvey Brown (philosophy of physics). In addition, we will launch a call for papers and help fund contributions by young researchers, so that we will have a colourful and rich programme for two days.</p> <p>The workshop stimulates the dialogue between disciplines at the University of Groningen. We also aim to increase diversity by featuring upcoming female invited speakers who serve as role models because the foundations of physical theories is an area of academia with a particularly low share of women researchers until now. The workshop will be carried out in 2019 together with Science Linx.</p>
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3.1.1 King's Day

On King's Day, April 27th, 2018, Young Academy Groningen hosted a wonderful [Science Fair](#) at the Harmony court yard during the King's visit and tour of Groningen. Young Academy members used their expertise to create a fun and educational activity from diverse disciplines for all the little scientists from Groningen and beyond.

Activities:

- Robotic fish: Networks and Robotics
- Old Dutch Dead Sea Scrolls Throwing: Theology
- How does your ear hear: Otorhinolaryngology
- Good organs for sick people: Surgery
- Sugar - what is it exactly?: Chemical Biology
- What is so special about gravity?: Particle Physics and Gravity
- A knack for languages: Applied Linguistics
- The future of Groningen: Spatial Sciences
- Cold Molecules: Partial Physics and Gravity
- How does your tongue move?: Information Science
- Royal Mindtricks: Neuroimaging
- GEN.ERATE: Science LinX
- Science Dominoes: Science LinX

The Young Academy Groningen worked closely with Science LinX and the Scholierenacademie in this event. This enabled us to obtain the best and most educationally instructive activities for children of all ages. Children had the opportunity to find out what academic fields caught their attention and, hopefully, spark up an interest for an academic career. The Public Engagement working group currently plans to continue this event biannually, alternating with activities at Noorderzon in alternating years.

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.

Topic	Organizers	Notable Outcomes
Turning your Research into Outreach (January 2018)	Outreach Working Group	<p>Total participants: 25</p> <p>Speakers: dr. Arjen Dijkstra, Center for public engagement UG, Anita Warmerlink, Scolierenacademie.</p> <p>Outcomes: Participants were given tips and tricks for how to turn research into outreach activities. Participants were also invited to help out at Kennis is Koning on Kings Day.</p>
Applying for Interdisciplinary Grants (February 21, 2018)	Interdisciplinary Working Group	<p>Total participants: 45</p> <p>Speakers: dr. Geert Jan Arends (EU Funding UG), dr. Esther Verhoeven (advisor for Horizon 2020 ERC Grants), dr. Thomas Jansen who has been a member of a VENI interdivisional panel, Ritsert Jansen, dean talent development..</p> <p>Outcomes: participants received tips and tricks for applying for interdisciplinary funding.</p>
The Two Body Problem: Dual Careers and Academia (May 2018)	Diversity and Internationalization Working Group	<p>Total participants: 45</p> <p>Speakers: Harriane Termeer (dual career support UG), Frederika Kort (Job placement specialist), Justin Parridean (partner of an academic)</p> <p>Outcomes: First time offering childcare during an event. This was very welcomed by ECR community. A document with recommendations for the UG on partner and family support is in preparation.</p>
The Dutch National Research Agenda (October 2018)	Policy Working Group	<p>Total participants: 38</p> <p>Speakers: dr. Ineke Ganzeveld (SER – research policy), dr. Jan Willem Mantel and prof. Marcel Broersma (involved in developing the NWA routes.)</p> <p>Outcomes: Participants were informed of NWA funding possibilities. As a result of the lunch, Ineke Ganzeveld informed Peter Duisenberg (VSNU) how young researchers feel they are excluded from the whole NWA process including applying for consortia funding. The YAG was invited to participate in an NWA discussion which was held on March 5th 2019. We are now updated on NWA funding schemes, although funding is still not very supportive towards ECR career development due to their size and time it takes from application to approval (up to 2 years).</p>
Academia and Family (December 2018)	Diversity and Internationalization working group.	<p>Total participants: 10</p> <p>Speakers: Gerry Wakker (Dean of Arts and Diversity officer), Frank Nienhuis (HR Experts).</p> <p>Outcomes: Participants discussed what support do they need as ECRs in order to balance work and family life. Possibilities at UG were discussed. Unfortunately not very many people were present. We conclude that December, shortly before Christmas, is not a good month to hold an ECR lunch.</p>

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 Medeveda (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 Center for Language and Cognition at Faculty of Arts. Bench fees is shared between two faculties. In principle 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 UMCG and 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 (bio-informatics) 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. 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	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

Productie Automatisering)		Cao's lab in a later portion of the PhD when the robots become more important. 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.
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3.3.1 Remarks on YAG PhD projects

The projects are going very well. Open communication between student and supervisors, patience, and openness to learn about a new field and see how different viewpoints may strengthen each other is a requirement to carry out such Interdisciplinary PhD projects. There appears to be variation in how the projects are set-up; some PhD students appear to continuously use the theories and tools from the different disciplines, whereas others seem to have projects which are split into parts where one discipline has priority during the first part of the project and the other discipline takes over later.

From our current PhD students, we received the following feedback and further suggestions on how to enable interdisciplinary PhD projects:

- Make sure to set enough meetings, even if only for half an hour per week.
- Making sure that your supervisors from both disciplines understand what you are doing both in terms of the subject they are familiar with and the subject of the other discipline. This makes for a truly collaborative approach, and teaches one to communicate ideas to people with different backgrounds, which is an indispensable skill for working in interdisciplinary fields of research.
- Take the time to carefully read literature that takes different perspectives, be critical, and you will eventually start to see some interesting connections between different fields, their respective explanatory gaps, and the ways they can complement each other.
- Balancing the interests of both supervisors can be challenging, especially if something is only of interest to one of the supervisors. Communication is key.
- Having two supervisors contributes to the enthusiasm for the project partly because of the interesting conversations and discussions we have. Also, a big advantage is that if one of the supervisors is not available, you can turn to the other supervisor.

From supervisors:

- Two physical location make it more difficult to supervise (time wise). Time has to be spent to get to know each other's scientific 'language'.
- Time management is very important during the project (e.g. when to finish one part of the research to start at the other faculty). Danger of doing two (separate) "projects" within four years that might need more than 2 years' time each. Financially this needs to be properly arranged, as well (e.g. that bench fees for two faculties coming from one stream of money), and it seems that because the projects are a new thing not everyone is sure how the administrative and financial parts worked.
- The main strength of the project is that two very different research traditions are bridged. Do not expect the project to have to fit in two separate research traditions but allow it apply theory and methodology of both to end up with a design that is unique. It may also be a good idea to bring someone in as additional third supervisor who has experience with interdisciplinary projects.
- These inter-disciplinary PhD positions are an excellent opportunity to bridge the gap between faculties!
- If there were a way to fund inter-faculty PhDs, this would be highly advantageous over funding the position as a scholarship. This is because scholarship students miss out on many benefits that regular PhD students enjoy by virtue of being official employees of the Faculty. These benefits include: qualifying for the "30% rule" for taxation purposes, pension contributions, vacation pay, reimbursement of relocation and other transportation costs (e.g., bike purchases), severance pay, and other benefits.

3.3.2 YAG PhD Projects and *Ius Promovendi*

Because many YAG members do not have *ius promovendi* status, they mainly serve as co-promoters for their PhD students. With the recent new regulations to extend *ius promovendi* to UHDs, it may be that some members will be able to become promoters for their students. **The YAG's request to the UG to extend *ius promovendi* status to all academic staff who are the main supervisors of PhD students would be very welcome.**

3.3.3 YAG PhD Projects and the PhD Scholarship Programme

In 2018 the PhD Scholarship programme was temporarily put on hold as it undergoes an evaluation from the Ministry of Education, Culture and Science. As a consequence, we were not able to fill four YAG PhD Scholarship positions (three for 2019 plus one project from 2018). As a temporary measure, we have been offered 2 employee positions from the University Board to fund the 2019 projects, thereby losing one position from 2018 and reducing our 2019 PhD positions by one. If the PhD Scholarship Programme does not continue, there is uncertainty in how our three PhD positions per year will be funded by the University Board.

The three PhD positions per year allocated to our Young Academy members are highly appreciated as they bring together members from different disciplines to design and implement research projects that cross the faculty "boundaries", which would have otherwise not been possible. This type of academic freedom and creativity truly motivates our members to engage in interdisciplinary research. We would very much appreciate that our PhD positions are continued, as they serve as an excellent example of how cross-disciplinary PhD research can be organized (as we have indicated above) and may serve as an example for other interdisciplinary organizations within the University, where cross-faculty collaboration is encouraged (as it is mentioned in the University's strategic plan). *Therefore we look forward to hearing from the University Board about a proposed plan to continue to fund our three PhD projects per year in the future.*

4 Finances

Here is an overview of our expenditures for 2018:

Total Budget for 2018 = €187.462,56 (120.000 (CvB) + 67.462,56 remaining budget from 2017)

Category	Expenditures	Notes
Running Budget	39.218,42	Includes costs for student assistant (aprox. 15.000 euros), for YAG Chair (5000 euros) and research minute videos
YAG Projects	24541,06	Includes some costs from 2017
Kings Day	18.558,94	
Personal Budgets	30.000,00	1000 euros per member x 30 members
Staff costs (Alicia)	41926,95	Coordinator 0.5FTE
Yearly Project	4,629,20	
Total Expenditures	€161.080,57	Carry over to 2019: €26.381,99

The YAG is currently within its budget and has planned for the increased number of members who will be joining in the coming two years. The financial agreement due to the continual increase in members over the initial 5-year period is that any remaining budget will be carried over into the next financial year. After 2021, when the founding members have finished their tenure as YAG members, the number of YAG members will remain at a steady number of around 30 members per year. At this point, it is anticipated that the full YAG budget will be sufficiently spent on an annual basis.

As mentioned in the original YAG proposal dated July 2015, the CvB allocated budget for the YAG for a period of 5 years (from January 2015 to December 2019). This means that there is **currently no budget allocated for the YAG after the end of this year**. In order for the YAG to complete its term until its final evaluation scheduled for July 2021, as mentioned in the original proposal, the YAG would like to request that the CvB continues to support the YAG with an annual budget of 120.000 euros for 2020 and 2021 financial years. Given a positive outcome of the final YAG evaluation, it is anticipated that the 120.000 euro per year budget for the YAG would become structural. *We look forward to hearing from the University Board about YAG financing after 2019.*

5 YAG Impact and Our Aims for the Future

We feel that the YAG is actively engaging with key figures within the UG community. Examples include the UCW inviting the YAG to present on tenure track policy across faculties at their meeting, and the YAG's organization of a Research Lunch, a lunch held three times per year on behalf of the Rector to members of the academic community, on the topic of PlanS and Open Access, which was received very positively. There is a commitment from UG to involve the YAG in the organization of Research lunches regularly. This provides us with an opportunity to engage with key stakeholders on the topics we identified as important. We are also regularly in contact with Science LinX and the Scholierenacademie as partners in organizing outreach activities.

At the same time, YAG tries to function as a bridge between national points of consideration, such as the changes in reward structure and cultural change deemed necessary by Minister van Engelshoven (see wetenschapsbrief published January 2019), and the UG. In 2019 we anticipate that these connections will become stronger as the YAG further increases its visibility as a reputable organization within the UG.

Since its inception, a total of 6 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). 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. YAG has inspired Faculties to start their own Young Junior Faculty Networks: YARN (arts), YesBSS (GMW) and Faculty of Science and Engineering (currently being developed).

As a YAG we feel fully integrated and welcomed into the University, and have regular contact with departments within the office of the University and within the faculties. This is a goal that we are extremely proud to reach after our first 2,5 years as an organization. We look forward to further contributing to the academic community in 2019 and continuing our mission to be a voice for Early Career Researchers at the University of Groningen (see Appendix 2 for our 2019 year calendar).

6 Appendix 1: YAG member list

Name	Faculty
2016	
Dr. Han Thomas Adriaenssen	Philosophy
Dr. Pratika Dayal	FSE - Astrophysics
Dr. Rudolf Fehrmann	Medical Sciences - oncology
Prof. Merel Keijzer	Arts - Language and bilingualism
Dr. Martine Maan	FSE - Evolutionary biology
Dr. Cyril Moers	Medical Sciences - transplantation
Prof. Mladen Popovic	Theology - dead sea scrolls
Dr. Bettina Reitz-Joosse	Arts - greek and latin literature
Prof. Diederik Roest	FSE - theoretical physics
Prof. Irene Tieleman	FSE - behavioral biology
Dr. Marie-José van Tol	Medical Sciences - neuro-psychology
Prof. Michel Vols	Law
Dr. Marthe Walvoort	FSE - Chemical Biology
Prof. Martijn Wieling	Arts - Computational Linguistics
2017	
Prof. Ming Cao	FSE - Engineering
Dr. Simon Friederich	University College - Philosophy
Dr. Joost Keizer	Arts - Museum
Dr. Sonja Pyott	Medical - hearing therapeutics
Dr. Gert Stulp	Behavioral and social sciences
Dr. Susanne Tauber	Economics
Dr. Marieke van Vugt	FSE - Bernoulli
2018	
Dr. Jan Willem Bolderdijk	Economics and Business
Dr. Laura Bringmann	Behavioural and Social Sciences
Dr. Nanna Hilton	Arts
Prof. Marleen Kamperman	Science and Engineering - ZIAM
Dr. Tina Kretschmer	Behavioral and Social Sciences
Dr. Jocelien Olivier	Science and Engineering - Gelifes
Dr. Saskia Peels	Arts
Dr. Ward Rauws	Spatial Sciences
2019	
Dr. Sahar El Aidy	Science and Engineering - GBB
Prof. Shirin Faraji	Science and Engineering - ZIAM
Dr. Marijke Leliveld	Economics and Business
Prof. Panos Merkouris	Law
Dr. Milena Nikolova	Economics and Business
Dr. Judith Paridaen	Medical Sciences
Dr. Jorge Pérez	Science and Engineering - Bernoulli

7 Appendix 2: YAG Calendar 2019

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

12th	YAG Board meeting
23rd	Monthly VSH Meeting - Research Impact and meeting the new YAG members
24th	ECR Lunch Outreach - Ferris Wheel Pitches
26th	Board meeting
29th	Yearly Project Meeting
May	
6th	University Colloquium - climate change with Joshua Goldstein
8th	ECR Lunch - Policy
10th	Board meeting
10th	Theatre Play #MeToo in Academia (together with HR and Gopher)
13th	Monthly VSH Meeting - Peter van Kampen
15th	Meeting of Local YAs – Amsterdam (DJA)
24th	Board meeting
24th	The Professor is in – The Art of Productivity (together with Gopher)
28th	Board meeting with Elmer
June	
3rd	CvB Lunch Yearly Project Meeting
4th	New Member communications training
7th	Board Meeting
8th	Nacht van Kunst en Wetenschap
18th	General Assembly
21st	Board Meeting
July	
August	
16 th – 20 th	Noorderzon – Ferris wheel of Science at Rotor
September	
5th	YAG Annual Heidag
13th	Board meeting
16th	Monthly VSH Meeting

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