1. Organisation GSH
   1.1 Introduction
   1.2 Communication

2. PhDs
   2.1 Introduction
   2.2. Quality control
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      2.2.2 Selection NWO Call GW
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      2.2.4 Valorisation
   2.3 Training
   2.4 Career perspectives
      2.4.1 GSH alumni
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3. External PhDs

4. ReMa students

5. Postdocs

6. Plans for 2016
The Graduate School for the Humanities (GSH) at Radboud University Nijmegen aims for high standard research training and supervision of PhD candidates at the Faculty of Arts and at the Faculty of Philosophy, Theology and Religious Studies. In this annual report we give a brief overview of our policies and activities in 2015.

In 2015 the GSH board continued its general policy and streamlined the following aspects:
- development and implementation of Code of Supervision
- integration of Research master students
- evaluation of the work processes

1. Organisation GSH

1.1 Introduction
In 2015 the GSH was confronted with a complete change in personnel. The three Research Directors of HLCS, CLS and PTR were all new in their functions. The same goes for the two coordinators for the Faculty of Arts and the Faculty of Philosophy, Theology and Religious Studies. Due to this transition it became clear that many of the processes in the GSH depend on persons, more than on the functions. In other words, a part of the memory of GSH disappeared as a result of this change in personnel. A considerable amount of time went into making the GSH more robust, so that in the future a change in personnel can be easily accommodated.

Until September 1, 2015, the board of the GSH consisted of: CLS director Paula Fikkert, HLCS director André Lardinois and PTR director Marc Slors (GSH managing director), two coordinators (Tanja Döller and Frans Wolswijk, who was replaced by Nicolet Boekhoff-van der Voort on March 1, 2015), as well as PhD representatives POL Sophie Reinders and POFTR Brenda Mathijssen.

From September 1, 2015, the board of the GSH consists of the following members of the participating research institutes: CLS director (Antal van den Bosch), HLCS director (Olivier Hekster) and PTR director (Bart Geurts), two coordinators (Peter van der Heiden & Nicolet Boekhoff-van der Voort), as well as PhD representatives POL (Rick Mourits) and POFTR (Jorien Copier).

Since October 1, 2015 Olivier Hekster chairs the GSH board.

1.2 Communication
The GSH homepage www.ru.nl/gsh provides PhD candidates with useful and updated information e.g. on the research institutes, regulations and forms of the PhD projects as well as the agenda of GSH activities. It makes the GSH visible for interested national and international students. In addition the GSH sends a digital monthly newsletter to all researchers in the participating faculties of the GSH, and to the ReMa-students, to announce an overview of relevant activities, news and developments.
Since the beginning of 2014 the GSH invites PhDs to join a closed Facebook group for PhD candidates only as well as an open GSH LinkedIn group.

In 2016 the GSH homepage will get a thorough makeover and will be rebuilt in a portal style.

2. PhDs

2.1 Introduction
Overview PhD student population and thesis defences:

<table>
<thead>
<tr>
<th>Time schedule</th>
<th>CLS</th>
<th>HLCS</th>
<th>PTR</th>
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<tbody>
<tr>
<td>6M</td>
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<td>5</td>
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<tr>
<td>36M</td>
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<td>12</td>
<td>6</td>
</tr>
<tr>
<td>48M</td>
<td>4</td>
<td>6</td>
<td>2</td>
</tr>
</tbody>
</table>

In addition to the meetings based on the protocol of the GSH, PhDs have been offered coaching sessions, an evaluation meeting at the end of their contract, as well as follow up meetings in case the manuscript was not finished during the time of their contract to further monitor their progress. The academic directors were in close contact with those supervisors whose PhDs did not finish on time.

2.2. Quality control
The GSH asks PhD candidates to report on their progress on a regular basis. In addition PhD candidates have meetings with the scientific director of their institute, her/his representative and the GSH coordinators according to a fixed monitoring scheme. The overview below shows the evaluation meetings with PhDs within the research institutes of the GSH:

<table>
<thead>
<tr>
<th>Time schedule</th>
<th>CLS</th>
<th>HLCS</th>
<th>PTR</th>
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<tr>
<td>48M</td>
<td>4</td>
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</tbody>
</table>

* One of them stopped prematurely.

2.2.1 Code of Supervision
During the first half of 2015, the Code of Supervision was written by GSH coordinator Tanja Döller under the supervision of the GSH directors and edited by a reading group consisting of senior researchers and PhDs of the Faculty of Arts and the Faculty of Philosophy, Theology and Religious Studies.

Supervisors of the two Faculties were invited to discuss the preliminary version of the Code of Supervision during the GSH workshop for PhD supervisors in April. The final version of the Code of Supervision was approved by the Strategy committee and distributed to all PhD students and supervisors of the two Faculties. It is accessible on the GSH website.
2.2.2 Selection NWO Call GW
In 2015 NWO funded two and a half of projects of Iris Plessius, Lyke de Vries, and Maarten van Deventer, which were selected out of five candidates in an internal selection process and trained in several mock sessions for their interview at NWO. Each research institute under the umbrella of the GSH could welcome one NWO-funded PhD candidate starting at 1st September 2015.

2.2.3 PhD Award
The PhD Award ‘completion before the end of contract’ (which includes a certificate and a donation of € 1000) was granted to Gonzalo Maier (HLCS), Job Schepens (CLS), and to Carlos van Tongeren (HLCS).

2.2.4 Valorisation
In 2013 the GSH introduced the yearly Valorisation Grants: a sum of € 1000 each for three projects that enhance the societal impact of a PhD research project.

During a workshop in October, grantees from last year’s round presented their projects to further stimulate their PhD colleagues to submit proposals and prof. André Lardinois gave information and led a discussion about the value of valorisation.

In December, the Valorisation Grants were awarded to the winning projects of Lieke Verheijen, Claire Goriot and Daphne Brandenburg.

2.3 Training
In communication with the GSH coordinators, the representatives of the PhD candidates are considering a bi-annual training programme. All PhD lunches have been evaluated by the participants via a standardized questionnaire. The results show that all topics have been relevant and that the quality was clearly above satisfactory.

### WORKSHOPS

<table>
<thead>
<tr>
<th>Date</th>
<th>Topic</th>
<th>Speaker</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>22-01-2015</td>
<td>Workshop Mendeley</td>
<td>Koen van Zon</td>
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</tr>
<tr>
<td>04-02-2015</td>
<td>Methods Meeting</td>
<td>Tineke Snijders</td>
<td>-</td>
</tr>
<tr>
<td>03-03-2015</td>
<td>Open Methods Coaching Hour (4x)</td>
<td>Tineke Snijders</td>
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</tr>
<tr>
<td>23-03-2015</td>
<td>How to tell your research story (3x)</td>
<td>Priscilla Brandon</td>
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<tr>
<td>16-04-2015</td>
<td>Workshop PhD supervisors</td>
<td>Pieter Muyskens</td>
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</tr>
<tr>
<td>30-04-2015</td>
<td>Workshop Habits of highly productive writers</td>
<td>Helen Sword</td>
<td>16</td>
</tr>
<tr>
<td>28-05-2015</td>
<td>Workshop Career outside academia (2x)</td>
<td>Michiel Bronkhorst</td>
<td>9</td>
</tr>
<tr>
<td>01-10-2015</td>
<td>Workshop Qualitative research methodology (5x)</td>
<td>Jeanette Heldens</td>
<td>5</td>
</tr>
<tr>
<td>28-10-2015</td>
<td>Valorisation workshop</td>
<td>André Lardinois</td>
<td>7</td>
</tr>
<tr>
<td>24-11-2015</td>
<td>Workshop Managing the Writing Process</td>
<td>Joy de Jong</td>
<td>7</td>
</tr>
<tr>
<td>04-12-2015</td>
<td>Workshop Scientific Integrity</td>
<td>Marcel Beckers</td>
<td>20</td>
</tr>
</tbody>
</table>

### PhD LUNCHES

<table>
<thead>
<tr>
<th>Date</th>
<th>Topic</th>
<th>Speaker</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>22-01-2015</td>
<td>How to get a Veni</td>
<td>Delphine Bellis</td>
<td>10</td>
</tr>
<tr>
<td>26-03-2015</td>
<td>Female in Science</td>
<td>Ans van Kemenade</td>
<td>10</td>
</tr>
<tr>
<td>21-04-2015</td>
<td>Time management</td>
<td>Olivier Hekster</td>
<td>18</td>
</tr>
<tr>
<td>09-11-2015</td>
<td>The Academic in the Media: between the Scholar</td>
<td>Peter Nissen</td>
<td>11</td>
</tr>
</tbody>
</table>
and the Intellectual

25-11-2015 Lunch for International PhDs (POL/POFTR/GSH) 7

LECTURES / CONFERENCES / MASTERCLASSES

31-03-2015 Masterclass Memory, Commemoration & Mediation Guy Beiner & Emily Mark-FitzGerald -

THEME MEETINGS (GRADUATE SEMINARS)

29-01-2015 Theme Meeting Ilja Croijmans 18
24-02-2015 Theme Meeting Ilja Croijmans 18
24-03-2015 Theme Meeting Ilja Croijmans 18
30-04-2015 Theme Meeting Ilja Croijmans 18
04-06-2015 Theme Meeting Meta Links 18
22-10-2015 Theme Meetings: Kick Off Alan Moss/Lieke Verheijen 13
26-11-2015 Theme Meeting Alan Moss/Lieke Verheijen 13
16-12-2015 Theme Meeting Alan Moss/Lieke Verheijen 13

OTHER ACTIVITIES

30-06-2015 Career perspectives outside inside with Alumni Div. 41
29-09-2015 Welcome Reception GSH directors 15
26-11-2015 Sinterklaas Pancake party POL & POFTR ca. 20
18-12-2015 Christmas Party POL & POFTR ca. 20

2.4 Career perspectives
Career destinations of internal PhDs, who defended in 2015:

<table>
<thead>
<tr>
<th>Institution</th>
<th>Field</th>
<th>Government/non-profit</th>
</tr>
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<tbody>
<tr>
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<td></td>
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<tr>
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<tr>
<td></td>
<td>Government/non-profit</td>
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<tr>
<td>PTR</td>
<td>Research</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Government/non-profit</td>
<td>1</td>
</tr>
</tbody>
</table>

2.4.1 GSH alumni
The GSH is following alumni in their career paths and opened a GSH-LinkedIn group to stay connected and to share information.
2.4.2 Career inside academia

The Graduate School for the Humanities organized an event on 30th June 2015 for 41 participating PhD candidates on career perspectives inside academia in collaboration with the Max Planck Research School. Attending PhD candidates could meet alumni who, after finishing their PhD, have pursued a career as postdoc researcher in different European countries like France, UK and Germany demonstrating different ways of funding, e.g. Rubicon, Marie Curie, Veni as well as advertised postdoc positions.

In summary, the success factors for a position outside academia were:

- Write a manuscript based on articles
- Embed a publication strategy in the PhD project
- Accept that rejection and critical feedback is part of the academic world
- Network during conferences; but not randomly
- Build a visible international network
- Consider a valorisation strategy or ideally implementation during the PhD project
- Have a time table of application deadlines for grants
- Set up a strategic time management
- Have a plan B ready for a career outside academia

An important reason for leaving academia was to escape the loneliness characterizing the highly competitive scientific community, which demands flexibility and commitment without offering security for a long-term perspective. In their new jobs the speakers valued good team spirit, a positive attitude and a commitment to an organization that rewards achievements, which is in contrast to the university, in which work is typically critically reviewed and never ‘good enough’.

2.4.2 Career outside academia

Furthermore, a workshop on Getting started for a career outside academia was organised. The evaluation of the workshop was good and it was advised to offer it on a more regular base, since the majority of the courses focus on a career inside academia.

3. External PhDs

From 2015 onward new regulations apply for all external PhDs of the Faculty of Arts and for external PhD students of the Faculty for Philosophy, Theology and Religious Studies who choose to join the GSH. External PhDs who started their projects before 2015, are invited to register with the GSH. External PhDs are allowed to participate in the GSH activities, although from September 2015 onwards it was restricted to external PhDs who submit to the GSH protocol.

Since January 1, 2015 all external PhDs of the Faculty of Arts are brought under the GSH protocol. The external PhDs of the Faculty of Philosophy, Theology and Religious Studies are not obliged to submit to the GSH protocol, but are actively encouraged to participate. Eight external PhDs were under the GSH protocol in 2015.

4. ReMa students

Since September 1, 2013 all ReMa programmes within the Humanities are officially integrated in the GSH and the directors for education of the faculties are participating in the GSH to extend the board with their expertise. ReMa students are welcome to join all GSH activities.

ReMa students are slowly starting to participate in bigger numbers in GSH activities, but there is still room for
improvement.

5. Postdocs

Not applicable in 2015.

6. Plans for 2016

In 2016 the GSH board aims to continue with its general policy and to streamline the following aspects:

- Evaluation of the GSH
- Communication
- Intensify cooperation with POL & POFTR
- Integration of postdocs