In 2021 the Radboud Young Academy (RYA) continued their establishment. The board divided their roles, regulations were defined and project teams developed several initiatives. In October 2021 8 new members joined the RYA. They joined some of the existing project teams: Covid-19 compensation; internationalization; ius promovendi; open science; recognition and rewards; social safety, diversity and inclusion (consisting of sub teams harassment, diversity and student evaluations); valorization flags. Some new project teams were started as well: climate action; interdisciplinarity; work-life balance and mental health.

1. **Organization**

1.1 **Board and supporting staff**

Fleur Jongepier and Eelke Spaak were the only two members who nominated themselves as candidate chairs and they were appointed per early January 2021. It was decided that the RYA board would consist of two co-chairs, supported by the coordinator. One of the two co-chairs functions as ‘main chair’, holding the responsibility for preparing and chairing the general assemblies, for a period of approximately six months, after which the other takes over. The position of chair is in principle always shared between the two co-chairs, irrespective of who is currently main chair. From January until the end of October, Fleur Jongepier functioned as main chair. From the end of October (Dies Natalis) the chairs switched their roles. From then, Eelke Spaak took the role of main chair.

Moniek Riemersma functioned as coordinator of the RYA (0.6 FTE). She supported the chairs and the members by scheduling and preparing meetings and writing meeting notes; sending internal RYA-newsletters; giving organizational support to initiatives; managing the general email address, website and social media account; writing the first draft of the annual report; keeping the (financial) overview, etcetera.

Both co-chairs and the coordinator met every month and prepared the general assemblies and discussed several topics about the RYA organization.

1.2 **General assemblies**

In the first part of 2021 the members met each other every month during online general assembly sessions. In September 2021 all members and the coordinator met each other during a morning session at Soeterbeeck. The program consisted of a general assembly, theme discussions in small sub groups and a joint lunch. From October 2021 general assemblies were organized 6-weekly, in (if possible) hybrid format.

1.3 **Regulations**

During 2021 the RYA regulations were defined. A team of three members wrote a proposal and during the general assembly sessions one or a few articles were discussed with all members. The input of the members was used to adapt the proposal and at 21 October 2021 the final version was officially approved by the general assembly. Regulations were published on the [RYA website](#).

1.4 **Selection procedure and new members**

The call for 8 new members (Appendix I) was published on 1 June 2021. Candidates could apply until 15 August 2021. The call was promoted by the Radboud Weekly newsletter, faculty and institute newsletters and all employees of the Radboud University holding a PhD and at and age of below 50 years received an email. We received 23 applications, exclusively from scientific staff; there were no applications from support and administrative staff.
The selection committee consisted of the RYA chair (the co-chairs decided to split the work, Fleur Jongepier did the selection of the letters and Eelke Spaak did the interviews), two RYA members (Renée Wagenvoorde and Niels Spierings) and two external members (Bé Breij and Teun Bousema).

The selection committee selected 16 candidates for an interview of 20 minutes. After the interviews, 8 candidates were selected by the selection committee and after brief consultation with the general assembly. At 21 October 2021 (Dies Natalis) the 8 new members officially joined RYA and were welcomed during a general assembly meeting. An overview of all members can be found in Appendix II.

To ensure a good balance between scientific and supportive staff members, the RYA general assembly decided that an additional selection procedure for one supportive staff member will be opened early 2022.

1.5 Compensation

In line with the new recognition and rewards development and in consultation with the Rector Magnificus and policy makers of the department Research and Impact Strategy of Radboud University, supervisors of all RYA members received a letter on behalf of the Rector Magnificus. In this letter he asked the supervisors to compensate the RYA time investments of their employees in a bespoke manner.

Overall, RYA members were happy with this initiative, and most felt that compensation was well taken care. Some members, however, still faced some difficulties. They were completely dependent on the reaction of their own supervisor. Some supervisors reacted positive, but others were not able or willing to give compensation. Besides, several members did not feel comfortably to actively ask supervisors for compensation and were afraid that their compensation resulted in a higher work pressure for their colleagues. In 2022, the procedure will be evaluated with the Rector Magnificus and the policy makers and tried to be improved.

1.6 Financial overview

In the table below a short financial overview of 2021 is given.

<table>
<thead>
<tr>
<th>Costs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Initiatives</td>
</tr>
<tr>
<td>Discussion meeting recognition and rewards, 20 Oct</td>
</tr>
<tr>
<td>Recognition and rewards prize (movie and giftcards)</td>
</tr>
<tr>
<td>Selection new members</td>
</tr>
<tr>
<td>Room reservations and lunch</td>
</tr>
<tr>
<td>General</td>
</tr>
<tr>
<td>Room reservations general meetings and project team meetings</td>
</tr>
<tr>
<td>Lunches</td>
</tr>
<tr>
<td>Workshops and trainings</td>
</tr>
<tr>
<td>Gifts</td>
</tr>
<tr>
<td>Overall total</td>
</tr>
</tbody>
</table>

A large part of the total budget of €50,000 could not be spent. A main reason was the very limited possibilities to come together and organize meetings because of the Covid-19 pandemic measurements. In
addition, during the first academic year (2020-2021) of the RYA, several initiatives were still in development (see paragraph 4. Looking forward to 2022).

1.7 “Twitter relay”
In 2021 the RYA started their own Twitter account and started a “Twitter relay”. Every week one of the members hosted the account. Most members were really enthusiastic. This led to an increase in the amount of followers to over 350 at the end of 2021.

1.8 Meetings Rector Magnificus
In 2021 the RYA members met Rector Magnificus Han van Krieken twice. In April they talked about the compensation of RYA members, recognition and rewards and open science. In October the RYA members and Han van Krieken discussed the ‘Smarter Academic Year’ initiative by the national Young Academy and the new collective labour agreement (CAO). Next year again two discussion meetings will be scheduled.

2. Activities and publications

2.1 RYA ‘recognises and rewards – prize’
In June 2021, the RYA ‘recognises and rewards – prize’ was announced by a movie, in which 10 members present the RYA and the new prize. The recognises and rewards project group produced this movie in collaboration with Radboud Educational Clips.

All employees from the Radboud University and Radboudumc could nominate one or more colleagues for the RYA recognises and rewards – prize’. All employees who contribute to a healthy and effective work environment – in whatever way – could be nominated. Upon all nominees six gift cards of €500 were divided by a lottery. Winners (and all other nominees), who were very honored, were presented in the Radboud weekly newsletter, faculty and institute newsletters and on the RYA website and Twitter account.

Voxweb published a short article about this initiative.

2.2 Recognition and rewards panel discussion
Together with Open Science Community Nijmegen, RYA organized a panel discussion about recognition and rewards. The publication of two letters describing conflicting opinions about recognition and rewards in ScienceGuide led to the idea of organizing this discussion. In July 2021, the first letter, signed by 171 university (assistant/associate) professors, who claimed that the new recognition and rewards practices are harmful for Dutch academia, was published. As a reaction, the second letter, signed by 113 mainly young scientists (including some RYA members), that countered these arguments and advocated for moving beyond “counting publications” was published. The hybrid meeting was organized on Wednesday 20 October. About 100 attendees joined the discussion with the panel, consisting of:

- Prof. dr. Willem Mulder (Radboudumc), co-author of the first letter in ScienceGuide arguing against the new recognition and rewards practices.
- Prof. dr. Arnoud Lagendijk (Radboud University), member of the Radboud University recognition and rewards committee and AOb representative at Radboud University (AOb = trade union for educational staff).
- Dr. Vitória Piai (Donders Institute), successfully obtained both a VENI and VIDI grant, the latter including the much debated ‘narrative CV’ to counter the listing of impact factors.
- Kasper Gossink (NWO), works on implementing recognition & rewards in funding calls (narrative CV, DORA, Plan S).

2.3 Publications on behalf of RYA
- In collaboration with the open science team and on behalf of the RYA, Eelke Spaak wrote an article that was published in Voxweb.
- Fleur Zeldenrust wrote a column for Donders Weekly, on behalf of the RYA Open Science team.
- Fleur Zeldenrust and Rogier Kievit were interviewed by ANS (page 6 and 7) about open science.
- Shari Boodts and Fleur Jongeepier published on behalf of the RYA an article in Times Higher Education about work pressure.

3. Collaborations and contributions
3.1 Collaboration with other local young academies and national young academy
Every few months a few members (when possible at least one of the chairs) joined a meeting with members of all other local young academies and the Dutch young academy. This is a great opportunity to keep in contact with each other and discuss joint and/or related initiatives.

Together, the local young academies and the Dutch young academy joined an initiative from Scientists for Future, aimed at forcing pension fund ABP to stop investing in fossil fuels. All local young academies and the Dutch young academy signed a letter that was sent to the executive boards of all Dutch universities to ask them to force ABP to divest. In the autumn of 2021 ABP announced to stop the investments in fossil fuels. Voxweb wrote an article about this initiative.

Individual members from the local young academies supported a letter of the Dutch Young Academy to Science Guide as part of the ongoing recognition and rewards discussion (see paragraph 2.2 Recognition and rewards panel discussion).

3.2 Collaborations within Radboud University
Several RYA project teams collaborated with teams from Radboud University and Radboudumc. In this way RYA members were able to give their opinions on several different topics.

3.2.1 Recognition and rewards
The RYA recognition and rewards team collaborated intensively with the recognition and rewards committee of the Radboud University. Lotte Krabbenborg was already a member of this committee and in 2021, Shari Boodts became one of the core members of this team as well. The team organized a series of discussions with employees in various functions and from all different faculties and institutes to talk about recognition and rewards. Information from these discussions was used to develop the official Radboud University recognition and rewards vision document.

3.2.2 Open science
On behalf of the RYA open science team, Chris Dols joined a team of Radboud University staff that is working on the university open science policy. Eelke Spaak, Mark Dingemanse and Chris Dols joined a workshop with this university staff team about the ‘open science roadmap’ they are developing.
3.2.3 Internationalization

The internationalization team formulated three priority areas:

- Attract international talent and strengthen international collaborations.
- Harmonize titles with international customs to increase transparency and avoid underselling
- How to make internationals feel more at home on campus?

They discussed their ideas with the Radboudumc internationalization committee and would like to have discussions with internationalization staff from the Radboud University next year.

3.2.4 Social safety, diversity and inclusion

The social safety, diversity and inclusion team discussed their ideas and plans with Radboud University diversity officer Rona Jualla van Oudenoven and with the team of confidential advisers of the Radboud University.

3.3 Contributions to Radboud University initiatives

RYA members were asked by giving input for several initiatives of the Radboud University.

3.3.1 Formal evaluation (‘visitatie’/’kolomdoorlichting’) of the central division Information & Library Services

The committee chair of the formal evaluation (‘visitatie’/’kolomdoorlichting’) of the central division Information & Library Services) explicitly invited RYA to supply a member. Eelke Spaak was happy to participate.

3.3.2 Other short contributions

- Shari Boodts discussed with Human Resourches about the development of a program for young academics.
- Mariska Kleemans and Niels Spierings discussed with Marketing & Communications about the new communication and branding strategy of the Radboud University.
- Inti Brazil and Mark Dingemanse discussed with Institutional Research (Academic Affairs) about altmetrics.
- Gaby Contreras participated in an discussion with Radboud Reflects about the identity of the Radboud University.
- Kalijn Bol, Bryan Da Costa Souza and Fleur Zeldenrust discussed ideas with the Radboud University Science Education Hub.

4. Looking forward to 2022

In 2021 several initiatives scheduled for 2022 and onwards were discussed within the project teams.

- The valorization flags team worked on the content of the flags and discussed the layout with Gloed Communications. They will continue the development of the flags in 2022.
- A sub team from the recognition and rewards team worked on the development of a podcast series. It will be called: Out of the Box – Reflections on Dutch Academia and will be produced in 2022.
- The open science team discussed about the project Taverne. This included an amendment to the Dutch law that allows employees from universities to publish all their work open access. The Radboud University will support their employees with this process. The RYA members decided to participate as a collective. Once all their publications are open, they will ask attention for this project.
The social safety, diversity and inclusion team had a discussion with Radboud University president Daniël Wigboldus and Noami Ellemers (KNAW) about the organization of a university-wide discussion about appropriate behavior at universities.

The Covid-19 project team made a small inventory of problems of researchers caused by the Covid-19 measurements. They would like to create awareness within selection committees that huge differences between candidates could be caused by the Covid-19 measurements, depending on their personal life. Furthermore, the team will create awareness by employees of the Radboud University and Radboudumc for the possibility to talk about psychological problems (not limited to those caused by Covid-19 pandemic) with team of professionals (Bedrijfsmaatschappelijk werk).

A team of members discussed the current guidelines of the Radboud University to give associate professors the ius promovendi. In 2022 they would like to continue the discussions and have a discussion with policy makers of the Radboud University about this topic.
Appendix I: Call new members

Radboud Jonge Akademie zoekt nieuwe leden

Ben jij een gepromoveerde academicus met een grote passie voor de wetenschap en alles daaromheen? En wil jij samen met collega's uit andere vakgebieden een positieve bijdrage leveren aan de academische cultuur? Dan is de Radboud Jonge Akademie op zoek naar jou.

Wij vragen

Wij zijn op zoek naar academici van de Radboud Universiteit of Radboudumc die:

- Minimaal 2 jaar geleden en maximaal 8 jaar1 geleden gepromoveerd zijn (gemeten vanaf 21 oktober 2021, Dies Natalis).
- Graag over de grenzen van hun vakgebied heen kijken en graag samenwerken met collega's van diverse achtergronden.
- Ideeën hebben die positief bijdragen aan de academische cultuur en de universiteit in het algemeen.
- Graag actief en samen met collega's meedenken over het beleid rondom onderzoek en onderwijs, maatschappelijke impact en/of wetenschapscommunicatie.

Wij staan open voor alle academici die zich in bovenstaand profiel kunnen vinden. Ook medewerkers met een ondersteunende functie of zonder vaste aanstelling zijn van harte welkom om te solliciteren. De Radboud Jonge Akademie wil daarnaast graag benadrukken dat je niet per se een schaap met vijf poten hoeft te zijn om in aanmerking te komen voor lidmaatschap.

Gemiddeld besteden leden 0.05 fte aan hun werkzaamheden voor de Radboud Jonge Akademie. Leidinggevenden van leden worden gevraagd om hun medewerker op een persoonlijk afgestemde manier te compenseren voor deze tijdsinvestering.

1 Deze periode mag worden verlengd tot een maximum van twee jaar vanwege bijvoorbeeld komst van kind (12 maanden per kind), ziekte, zorg voor naasten of opleiding tot medisch specialist (totale tijd besteed aan opleiding).

Wij zijn

Wij zijn een diverse groep van 17 gepromoveerde academici, afkomstig van alle verschillende faculteiten en met verschillende functies, die sinds oktober 2020 de eerste lichting leden zijn van de Radboud Jonge Akademie. In teams werken wij aan initiatieven die belangrijke thema's onder de (bestuurlijke) aandacht brengen op het gebied van onderzoek, onderwijs, maatschappelijke impact en wetenschapscommunicatie. Concreete voorbeelden van thema's waaraan we op dit moment werken zijn Erkennen & Waarderen, sociale

Wij bieden
Met een lidmaatschap van de Radboud Jonge Akademie vergroot je je netwerk en verbreed je je wetenschappelijke blik, door de intensieve samenwerking met collega's uit andere vakgebieden. Je krijgt de kans om je perspectief te delen en je ideeën tot uiting te brengen en je daarmee in te zetten voor alle (jonge) academici van de Radboud Universiteit en het Radboudumc. Een lidmaatschap duurt in principe 4 jaar, maar kan bij een minder lange aanstelling bij de Radboud Universiteit of Radboudumc ook korter duren.

Meer weten?
Wil je meer weten over het Radboud Jonge Akademie lidmaatschap en/of de selectieprocedure? Neem dan contact op Moniek Riemersma, coördinator Radboud Jonge Akademie. Email: youngacademy@ru.nl

Solliciteren?
Als je graag lid zou willen worden, dan vragen wij je om te solliciteren en ons de volgende twee documenten te sturen:

- Een motivatiebrief, waarin je uitlegt (in maximaal 500 woorden):
  o Waarom jij lid zou willen worden van de Radboud Jonge Akademie.
  o Met welke ideeën jij zou willen bijdragen aan de Radboud Jonge Akademie.

- Een narratief CV, met daarin in elk geval (in maximaal 500 woorden):
  o Academisch profiel (inclusief soort aanstelling (vast/tijdelijk) en verdeling taken onderzoek/onderwijs/management/overig).
  o Belangrijkste ervaring op het gebied van onderzoek, onderwijs en/of management.
  o Relevante ervaring op het gebied van wetenschapsbeleid, maatschappelijke impact en/of wetenschapcommunicatie.

Solliciteren (in Nederlands of Engels) kan tot uiterlijk 15 augustus 2021 door te e-mailen naar: youngacademy@ru.nl.

Wij hechten grote waarde aan een zeer diverse samenstelling van de Radboud Jonge Akademie. Bij de selectie wordt daarom in elk geval positief rekening gehouden met gender, etniciteit, afkomst, academisch profiel, wetenschappelijke achtergrond en carrière.

Maximaal 16 kandidaten zullen worden uitgenodigd voor een gesprek dat zal plaatsvinden in week 38 (20 – 24 september). De geselecteerde kandidaten zullen in week 42 (18 – 22 oktober) officieel van start gaan.
**Radboud Young Academy is looking for new members**

Are you an academic who has obtained a PhD and are you strongly passionate about science and everything related? Would you like to contribute to the culture of academia, together with colleagues from various scientific disciplines? Then Radboud Young Academy is looking for you.

**We ask**

We are looking for academics from the Radboud University or Radboudumc who:

- Have obtained their PhD between 2 and 8 years ago\(^1\) (as of 21 October 2021, Dies Natalis).
- Enjoy looking beyond their own scientific discipline and collaborating with colleagues of diverse backgrounds.
- Have ideas to improve academic culture and the university in general.
- Like to contribute actively and in close collaboration with colleagues to science and education policy, social impact and science communication.

We are open to all academics who feel this profile applies to them; employees in a supportive role or without a permanent contract are also very welcome to apply. In addition, Radboud Young Academy would like to make clear that you do not need outstanding qualities for all academic tasks to become a membership candidate.

Members spend about 0.05 fte on their Radboud Young Academy activities. It is expected that members are compensated for this time investment in a personalized manner.

\(^1\) *This period may be extended to a maximum of two years due to a new child (12 months per child), illness, care for loved ones or medical specialist training (total time spent on training).*

**We are**

We are a diverse group of 17 academics having obtained their PhD, with different positions and representing every faculty. In October 2020 we became the first members of the [Radboud Young Academy](#). We are working in overlapping teams to call attention to important issues concerning research, education, societal impact, and science communication. Examples of current debates in which we are involved are: Recognition and Rewards, social safety, diversity and inclusion, internationalization, Open Science, and valorization. Besides, we would like to stimulate new interdisciplinary scientific interactions. Of course, we are also very interested in new ideas. In October 2021 we would like to welcome 8 new members.

**We offer**

A Radboud Young Academy membership broadens both your academic network and your scientific view, due to intensive collaboration with colleagues from various disciplines. You are given the chance to become meaningful for all (young) academics of the Radboud University and Radboudumc by expressing your thoughts and ideas and translating them into action. In general members are appointed for 4 years, but this can be shorter in case you have a shorter contract with the Radboud University or Radboudumc.

**Would you like more information?**

For more information about a Radboud Young Academy membership and/or the selection procedure, please contact:

Moniek Riemersma, coordinator Radboud Young Academy

Email: youngacademy@ru.nl
Apply directly

If you are interested in a membership, please apply and send us the following two documents:

- A letter of motivation, explaining (500 words maximum):
  o Why you would like to become a member of the Radboud Young Academy.
  o What ideas you have to contribute to the Radboud Young Academy.

- A narrative CV, including (500 words maximum):
  o Academic profile (including type of contract (permanent/temporary) and overview of your tasks (research/education/management/other tasks).
  o Most important experience concerning research, education and/or management.
  o Most important experience concerning science policy, societal impact and/or science communication.

Please email your application (in English or Dutch) no later than 15 August 2021 to youngacademy@ru.nl.

We are strongly committed to diversity within the Radboud Young Academy. Diversity aspects that will positively be taken into account during the selection procedure are at least gender identity, ethnicity, origin, academic profile, scientific background, and career.

A maximum of 16 candidates will be invited for an interview, that will be scheduled in week 38 (20 – 24 September). Selected candidates will start officially in week 42 (18 – 22 October).
## Appendix II: Radboud Young Academy 2021

### Chairs, started as member in October 2020, as chair in January 2021:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fleur Jongepier</td>
<td>Assistant professor</td>
<td>Faculty of Philosophy, Theology and Religious Studies</td>
</tr>
<tr>
<td>Eelke Spaak</td>
<td>Researcher</td>
<td>Donders Centre for Cognitive Neuroimaging</td>
</tr>
</tbody>
</table>

### Members, started in October 2021:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kathrine van den Bogert</td>
<td>Postdoc</td>
<td>Faculty of Social Sciences</td>
</tr>
<tr>
<td>Béatrice Bonga</td>
<td>Assistant professor</td>
<td>Faculty of Science</td>
</tr>
<tr>
<td>Gaby Contreras</td>
<td>Assistant professor</td>
<td>Nijmegen School of Management</td>
</tr>
<tr>
<td>Bryan Da Costa Souza</td>
<td>Postdoc</td>
<td>Donders Institute for Brain, Cognition and Behaviour and the Faculty of Science</td>
</tr>
<tr>
<td>Frederik van Dam</td>
<td>Assistant professor</td>
<td>Faculty of Arts</td>
</tr>
<tr>
<td>Jeroen Dera</td>
<td>Assistant professor</td>
<td>Faculty of Arts</td>
</tr>
<tr>
<td>Rogier Kievit</td>
<td>Professor</td>
<td>Donders Institute for Brain, Cognition and Behaviour and Radboudumc</td>
</tr>
<tr>
<td>Friederike Landau</td>
<td>Assistant professor</td>
<td>Nijmegen School of Management</td>
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</tbody>
</table>

### Members, started in October 2020:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kalijn Bol</td>
<td>Clinical doctor / Researcher</td>
<td>Radboudumc</td>
</tr>
<tr>
<td>Shari Boodts</td>
<td>Senior researcher</td>
<td>Faculty of Arts</td>
</tr>
<tr>
<td>Inti Brazil</td>
<td>Associate professor</td>
<td>Faculty of Social Sciences</td>
</tr>
<tr>
<td>Mark Dingemanse</td>
<td>Associate professor</td>
<td>Faculty of Arts</td>
</tr>
<tr>
<td>Martin Dresler</td>
<td>Associate professor</td>
<td>Donders Centre for Cognitive Neuroimaging / Radboudumc</td>
</tr>
</tbody>
</table>

### Members of Dutch Young Academy

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chris Dols</td>
<td>Conservator Radboud Heritage</td>
<td>University Library</td>
</tr>
<tr>
<td>Jorge Domínguez-Andrés</td>
<td>Researcher</td>
<td>Radboudumc</td>
</tr>
<tr>
<td>Lize Glas</td>
<td>Assistant professor</td>
<td>Faculty of Law</td>
</tr>
<tr>
<td>Mariska Kleemans</td>
<td>Associate professor / Director of education</td>
<td>Faculty of Social Sciences</td>
</tr>
<tr>
<td>Lotte Krabbenborg</td>
<td>Associate professor</td>
<td>Faculty of Science</td>
</tr>
</tbody>
</table>

### Members of German Young Academy

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Niels Niessen</td>
<td>Researcher</td>
<td>Faculty of Arts</td>
</tr>
<tr>
<td>Niels Spierings</td>
<td>Associate professor</td>
<td>Faculty of Social Sciences</td>
</tr>
<tr>
<td>Nora Stel</td>
<td>Assistant professor</td>
<td>Nijmegen School of Management</td>
</tr>
<tr>
<td>Renée Wagenoorde</td>
<td>Student advisor</td>
<td>Faculty of Philosophy, Theology and Religious Studies</td>
</tr>
<tr>
<td>Fleur Zeldenrust</td>
<td>Assistant professor</td>
<td>Faculty of Science</td>
</tr>
</tbody>
</table>

### Supporting staff:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Moniek Riemersma</td>
<td>Coordinator RYA</td>
<td>Academic Affairs, Research &amp; Impact Strategy</td>
</tr>
</tbody>
</table>