

## **Radboud Young Academy - Annual report 2022**

In 2022 the Radboud Young Academy (RYA) developed further as a think tank of young academics who hold a PhD. RYA aims to improve academic culture and to stimulate interdisciplinary collaborations. During the first years of RYA, the academic culture pillar was already strongly developed and in 2022 discussions started about how to advance the interdisciplinary pillar.

In 2022 seven new members joined RYA; two members left (see member overview in Appendix I) Radboud University, thus also ending their affiliation with RYA. The new members joined existing project teams: internationalization; ius promovendi; open science; recognition and rewards; social safety, diversity and inclusion; valorization flags and work-life balance. The course evaluations team started as new project team, discussing how current practices of course and teacher evaluations could be improved.

At the end of 2022, RYA launched its “ABC of Care”, which was one of the first RYA in-person meetings that was open for all employees and students of the Radboud University and Radboudumc. The work-life balance team presented the ABC of Care project during a very pleasant gathering at the city centre of Nijmegen (see paragraph 2.3).

### **1. Organization**

#### **1.1 Board and supporting staff**

As decided during RYA establishment, the board consists 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. Until April 2022 Eelke Spaak had the role of main chair and Fleur Jongepier functioned as co-chair. In April 2022 Fleur Jongepier decided to stop as co-chair. Nora Stel was the only candidate to apply as new co-chair. She was elected, took over the role of co-chair and functioned until the end of 2022 as main-chair. In January 2023 Eelke Spaak served as co-chair for the maximum of two years (according to RYA regulations). In the second part of 2022 Frederik Van Dam applied as new co-chair to succeed Eelke. He was elected and officially started in his new role from January 2023 onwards.

Moniek Riemersma has been acting as coordinator (0.6FTE) since the very beginning of RYA. She has been supporting the co-chairs and the members by scheduling and preparing meetings and writing meeting notes; managing the general email address, website and social media account, giving organizational support to initiatives; keeping the financial overview; writing the call for new members and organising the selection of new members; sending the internal RYA-newsletters; writing the first draft of the annual report, etcetera

From January until May, Moniek was on pregnancy and maternity leave. During that period Ecaterina Savenco functioned as interim coordinator. She took over the main tasks of Moniek and continued the support in her absence.

Both co-chairs and the (interim) coordinator met every month to prepare the general assemblies and to discuss several topics about the RYA organization.

#### **1.2 General assemblies and meetings**

In 2022 six general assembly meetings were organised. In the first two months these meetings were digital (because of the Covid-19 measures); later on the meetings were organised as hybrid meetings. During these meetings organizational topics were discussed and project teams gave updates and discussed their plans. In addition, members were invited to give a pitch about their daily work and career. These pitches really reinvigorated RYA exchanges and members enthusiasm and helped members to move beyond the academic culture perspective. In this way members could get to know each other better and the pitches could lead to ideas and opportunities for interdisciplinary collaborations.

General assembly meetings were sometimes extended with some time for in-depth discussions, networking and socializing. In this vein, there were for instance extended discussions on recognition and rewards, pregnancy and parental leave, and academic freedom. Members experiences these discussions as very worthwhile. They really appreciate the possibility to exchange ideas and thoughts about important topics with members from different faculties. Often meetings were combined with a joint lunch and/or drinks and in November a half-a-day meeting was organised in Villa Klein Heumen.

A total overview of all RYA meetings:

Meeting	Frequency and duration
General assembly	6 times / year – 2 hour meeting
Extended general assembly	2 times / year – half-a-day meeting
Meetings with Rector Magnificus	4 times / year – 1 hour meeting
Meetings with President Radboud University	2 times / year – 1 hour meeting (starting in 2023)
Project team meetings	Different per team, usually monthly or bimonthly
Meeting chairs and coordinator	~10 times / year – 1 hour meeting

### 1.3 Selection procedure, new members and alumni

#### 1.3.1 Additional selection procedure member not holding a research position

At the end of 2021 the general assembly decided that an additional selection procedure for one member who does not hold a research position would be opened early 2022. This additional selection round was needed to ensure a good balance between members with and without a research position.

The call (Appendix II) was published in January 2022. Candidates could apply until 6 February 2022. The call was promoted by the Radboud Weekly newsletter, faculty and institute newsletters and all employees of the Radboud University holding a PhD, but not holding a research position and at an age of below 50 years received an email.

The selection committee consisted of the RYA chairs (the co-chairs decided to split the work, Eelke Spaak did the selection of the letters and Fleur Jongepier did the interviews), two RYA members (Renée Wagenvoorde and Chris Dols, both not holding a research position) and two external members (Iwan Holleman, division director, Information & Library Services Radboud University and Paula Fikkert, Professor at the Centre for Language Studies and head recognition and rewards committee Radboud University).

The selection committee received 10 applications and selected three candidates for an interview of 15 minutes. After the interviews, one candidate was selected by the selection committee and approved by the general assembly. In March 2022 new member Sanne Dekker officially joined RYA and she was welcomed during a general assembly meeting.

#### 1.3.2 Yearly selection procedure

In June 2022 the yearly call for eight new members (Appendix III) was published. Candidates could apply until 10 July 2022. 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 an age of below 50 years received an email. By 10 July only a few applications had been received and therefore the co-chairs decided to change the deadline to 15 August 2022.

The selection committee consisted of the RYA chairs (the co-chairs decided to split the work, Eelke Spaak did the selection of the letters and Nora Stel did the interviews), three RYA members (Mariska Kleemans, Frederik Van Dam en Rogier Kievit) and one external member (Bart Jacobs, Professor Interdisciplinary Hub for Digitalization and Society). Preferably the selection committee consists of two external members, two RYA members and the RYA chair(s), but unfortunately one external member retracted. Therefore an additional RYA member was added to the committee.

After the extended application period, the selection committee received 12 applications and selected 11 candidates for an interview of 15 minutes. After the interviews, six candidates were selected by the selection committee and approved by the general assembly. On 20 October 2022 (Dies Natalis) the six new members officially joined RYA and were welcomed during a general assembly meeting. An overview of all members can be found in Appendix I.

### 1.3.3 Alumni

In 2022 RYA members Fleur Jongepier and Kathrine van den Bogert left Radboud University and RYA and became RYA alumni.

## 1.4 Compensation

Since 2021 supervisors of new RYA members receive a letter on behalf of the Rector Magnificus, in which he asks the supervisors of RYA members to compensate their employee in a personalised way for their time investment in RYA tasks. A part of all members received a suitable way of compensation, but others faced several difficulties. In some cases supervisors did not recognise the need of compensation and several members did not feel comfortable to ask actively for compensation. During discussions with the Rector Magnificus, he agreed that this way of compensation is not ideal. Unfortunately no feasible solutions were found yet and continuing this procedure seems to be the best. Supervisors of new members who started in 2022 received the same letter. Hopefully in the future a better solution will be developed, in line with recognition and rewards.

## 1.5 Financial overview

In the table below the financial overview of 2022 is given.

	<b><u>Costs</u></b>
<b>Initiatives</b>	
Promotion consultation research funding National Young Academy	€ 15.60
Contribution Pint of Science	€ 125.42
Meeting Kate Manne (together with Halkes Women+ Faculty Network Nijmegen)	€ 500.00
Podcast Out of the Box	€ 4,698.28
Recognition and rewards prize (giftcards for meeting Feb 2023)	€ 2,947.50
Societal fans (deposit design costs)	€ 3,714.70
Research aGreen ecological computing	€ 750.00
Launch ABCare project	€ 4,722.15
<b><u>Total initiatives</u></b>	<b><u>€17,473.65</u></b>
<b>General</b>	
Room reservations general meetings and project team meetings	€ 2,869.27
Lunches (6x), dinners (2x), drinks (3x)	€ 1,970.15
Gifts	€ 240.89
<b><u>Total general</u></b>	<b><u>€ 5,080.31</u></b>
<b><u>Overall total</u></b>	<b><u>€ 22,553.96</u></b>

About half of the total budget of €50.000 could not be spent. One reason was the limited possibilities to come together and organize meetings because of the Covid-19 pandemic measures in the first part of 2022. In addition, during the second academic year (2021-2022) of the RYA, several initiatives were still in development (see paragraph 4: looking forward to 2023).

## **1.6 Communication**

In 2022 RYA started a communication team that aims to improve both RYA visibility within the Radboud University and Radboudumc community and the strategic communication with board members and policy-makers. The team consisted of both co-chairs, coordinator and three RYA members who have strong affinity with communication.

### **1.6.1 Visibility**

To improve RYA visibility within the Radboud University and Radboudumc, especially under young researchers and professionals holding a PhD, RYA received some tips and tricks from a communication specialist from the Radboud University (Marketing and Communication). She advised RYA to develop the RYA mission and makes clear what RYA would like to communicate. In line with RYA mission, members aim to stimulate interdisciplinary collaborations and ask attention for topics that are important within the academic community, for example recognition and rewards, work-life balance and open science. In 2023 the communication team hopes to improve the visibility via activities (also in collaboration with other networks), publications and improvement of website and social media.

### **1.6.2 Strategic communication**

Next to improving RYA visibility, the communication team would like to work on the strategic communication. To be able to give (un)solicited advice and join the debate about education, science, social impact and leadership, RYA would like to stay in close contact with board members and policy-makers of the university and individual faculties and institutes. In 2023 RYA will meet the Rector Magnificus more often and the president of the Executive Board. Next to that, RYA would like to regularly organize discussions between RYA members and their own faculty board.

### **1.6.3 Radboudumc**

The RYA's connection and contacts with the Radboudumc could be improved. In 2022 the co-chairs and coordinator started to regularly meet the Radboudumc RYA members to discuss about the connection with the Radboudumc. Co-chairs and coordinator became more aware of the organizational differences between the Radboud University and Radboudumc and discussed the connection and differences with all RYA members during a general assembly. To improve the strategic communication, Radboudumc RYA members, both co-chairs and coordinator scheduled a meeting with Professor Jan Smit (Dean and Vice Present Executive Board Radboudumc), Professor Guillen Fernandez Reumann (Scientific Director Radboudumc) and Dagmar Eleveld-Trancikova, PhD (policy-maker Radboudumc) at the beginning of 2023.

## **1.7 Meetings Executive Board members**

In April and November RYA members met Rector Magnificus Han van Krieken, discussing the Amnesty Manifesto "Let's talk about "yes", the ius promovendi, RYA membership compensation, student evaluations,

current research information systems (CRIS), rolling grants and RYA information position. To improve the strategic communication and information position of the RYA, it was decided that in 2023 RYA members will meet the Rector Magnificus four times a year.

Co-chairs Nora Stel and Eelke Spaak had a meeting with Daniël Wigboldus (President Executive Board Radboud University) about the Amnesty manifesto: Let's talk about yes. RYA asked the Executive Board why the Radboud University did not sign the manifest. During this meeting the co-chairs talked with Daniël Wigboldus about this choice and the importance of improving social safety at the university. In 2023 RYA and Daniël Wigboldus will meet more often.

## **2. Activities and publications**

### **2.1 RYA 'recognises and rewards – prize'**

In 2022, the second edition of the '[RYA recognises and rewards – prize](#)' was announced by means of a [movie](#), which was a renewed version of the [movie](#) that was produced in 2021. The members of the recognition and rewards project group collaborated with [Radboud Educational Clips](#) to produce the new movie.

All employees from the Radboud University and Radboudumc could nominate one or more colleagues for the '[RYA recognises and rewards – prize](#)'. Employees who contribute to an healthy and effective work environment – in whatever way – could be nominated. The first RYA recognition and rewards event, including a lottery that will divide six gift cards of €500 upon all nominees, was scheduled for early 2023.

### **2.2 Humans of Radboud**

Inspired by the photoblog Humans of New York, members of the work-life balance group produced [Humans of Radboud](#): a series of photos and interviews with employees and students from the Radboud University. Participants were photographed on a location at the campus that is special to them and they were interviewed about how they keep an healthy work-life balance. The production was performed in collaboration with three students from the Radboud Creative Collective. The project was announced on the RYA website and RYA Twitter and RYA members were asked to share the project with their colleagues.

### **2.3 ABC of Care**

At the end of 2022 the work-life balance group created the [ABC of Care](#). This series of 26 postcards (one for each letter of the alphabet) contains messages about care and self-care in academia and beyond. The postcards were developed in collaboration with students from the Radboud Creative Collective. To stimulate the discussion about an healthy work-life balance and to inspire the Radboud University and Radboudumc the postcards will be spread throughout the campus.

On 14 December the ABC of Care project was launched with an informal gathering at a restaurant in the city of Nijmegen. This pleasant event was visited by about 35 employees and students from the Radboud University and Radboudumc. The students from the Radboud Creative Collective wrote a story about the launch, produced a video graph and made some photos of the launch. In this way the ABC of Care project could be nicely present on [RYA website](#).

### **2.4 Interview about social safety**

Eelke Spaak and Renée Wagenvoorde were [interviewed](#) by Vox about the ideas RYA has about social safety. The article was written regarding the decision of RYA member Fleur Jongepier to leave Radboud University.

### **3. Collaborations and contributions**

#### **3.1 Collaboration with other local young academies and national young academy**

All Dutch local young academies and [The Young Academy](#) organised joint meetings to discuss relevant topics and related initiatives, included recognition and rewards, tenure/promotion criteria and rolling grants. In the first half of 2022 two digital meetings were organised and in October 2022 the first in-person meeting took place in Utrecht, organised by Utrecht Young Academy. One or a RYA few members (when possible at least one of the co-chairs) joined this meetings. Early 2023 RYA will organize the next in-person meeting in Utrecht.

Most of the local young academies and The Young Academy joined an initiative from Scientists for Future NL and worked together to prepare a [letter](#) to the executive boards of all Dutch universities. The letter aims to make them aware of sustainable banking and give them several recommendations. The letter will be send at the beginning of 2023.

[The Young Academy](#) developed a [research funding consultation](#). To increase the amount of participants and ask attention for the topic, RYA organised two short sessions to meet potential participants from Radboud University. A few researchers joined, filled in the consultation and discussed other about research funding.

The RYA climate action project group initiated the Green Academy. This group of members from young academies across the Netherlands and some other experts in the field, aims to contribute to more sustainability within Dutch academia. In November they had an online meeting with about 20 people to prepare an in-depth workshop that is scheduled for May 2023. One potential topic that the Green Academy could work on, is ecological computing. To prepare a possible project, RYA asked [aGreen](#) to perform a small research project about potential possibilities of ecological computing.

#### **3.2 Collaborations within Radboud University**

Several RYA project teams collaborated with colleagues from Radboud University and Radboudumc. In this way RYA members were able to join discussions about several different topics.

- Soon after establishment of the RYA, the recognition and rewards team started to collaborate with the university's recognition and rewards committee. The RYA recognition and rewards team was instrumental in creating the university-wide [vision document](#) that was published in 2022. The collaboration with the university was continued by several meetings with Maria Verschoor (Academic Affairs), who was appointed as recognition and rewards programme leader.
- The RYA open science team continued the collaboration with employees from Radboud University (Academic Affairs and Information and Library Services) to make a university roadmap for open science. Members of the RYA open science team gave a lot of input and the roadmap will be a main document in working towards an official university-wide open science programme.
- The RYA internationalization team continued their collaboration with the Radboudumc internationalization committee and started new collaborations with colleagues from Radboud University (Academic Affairs). The RYA team focused on what the university could do to make international employees and students feel more at home at the campus.
- The student evaluation team discussed their ideas about student course evaluations with employees from Radboud University (Academic Affairs). It appeared that these employees mainly focused on the technical site of these evaluations and they were very open to talk about the concerns of the RYA members.
- The ius promovendi team aims to advance the proposal that associate professors at the Radboud University receive the ius promovendi as a default option. Team members discussed about their

ideas with employees from Radboud University (Academic Affairs). These discussions will continue in 2023.

- The social safety and diversity team had discussions with employees from Radboud University (Academic Affairs) about the equity and diversity training for hiring committees. The RYA team aspires to make this training mandatory for all faculties. At the moment only at the Faculty of Science this training is mandatory.
- Together with [Halkes Women+ Faculty Network](#) RYA organised the successful digital event *The Nature of Misogyny with Kate Manne* on Friday 13 May 2022.
- RYA worked together with the organization of [Pint of Science](#), to advertise and sponsor their event. In this way Pint of Science and RYA contributed to each other's visibility.
- RYA members discussed with culture coordinator Martijn Stevens about possibilities to work together.
- Eelke Spaak moderated a session at a recognition and rewards meeting at the Faculty of Social Sciences at 16 June 2022.



## **4. Looking forward to 2023**

### **4.1 Interdisciplinarity**

Next to participating in the debate about education, science, social impact and leadership, RYA aims to actively seek interdisciplinary collaboration with colleagues inside and outside of the RYA. To develop interdisciplinarity as one of the main pillars, several RYA members gave a pitch about their academic work. To further develop interdisciplinary activities, at the end of 2022 meetings were organised to discuss potential initiatives. Ideas to further explore in 2023 are: a seminar series based on members' own curiosity; a book club about interdisciplinary public science books; a meeting with a well-known speaker, to increase RYA visibility; a meeting with the College of Deans to discuss about interdisciplinary collaborations; and small grant to start and/or stimulate interdisciplinary collaborations across different faculties.

### **4.2 Initiatives**

In 2022 project teams worked on several initiatives that are scheduled for 2023 and onwards:

- Early 2023, members of the recognition and rewards team will organize the RYA recognition and rewards event. During this event, which will be open for all employees of the Radboud University and Radboudumc, the winners of the RYA recognition and rewards prize will be determined by a lottery. In addition, Evelyn Kroesbergen (Dean Faculty Social Sciences), Maria Verschoor (programme leader recognition and rewards at Radboud University) and two winners from the first round of the recognition and rewards prize will give a short talk. Afterwards recognition and rewards will be discussed with the public.
- A sub team from the recognition and rewards team finalized their work on the development of the podcast series Out of the Box. Radboud Reflects will produce the podcast series, in which different speakers reflect on Dutch academia. The series will be launched early 2023 and after the launch an event will be organised with some of the podcast speakers. During the event, which will be open for all employees of the Radboud University and Radboudumc, podcast speakers will further elaborate on their reflections and discuss these with the participants.
- The open science team continued discussions about the project Taverne. This included an amendment to the Dutch law that allows employees from universities to publish all their work in open access. The Radboud University will support their employees with this process. RYA members decided to participate as a collective. Hopefully all publications are open in 2023. By then, RYA members would like to publish an article about this project.
- The valorization flags team continued their work on the valorization tool that they developed. The tool is called societal fans and contains ideas, tips and do's and don'ts about valorization. The team hopes to finalize and launch the project in 2023.
- The climate action team scheduled an in-depth workshop with the established Green Academy (see paragraph 3.1) in May 2023. The workshop will be organised in Utrecht and main aim will be to start one or more project(s) that could have a meaningful contribution to sustainability of Dutch academia.

## **Appendix I: Radboud Young Academy 2022**

<b>Members, started in October 2022:</b>	<b>Current position</b>	<b>Faculty/institute</b>	
Femke Bekius	Assistant professor	Nijmegen School of Management	
Gustav Meibauer	Assistant professor	Nijmegen School of Management	
Jeanette Mostert	Science communication and associate principal lecturer	Radboudumc	
Marieke Oprel	Assistant professor	Faculty of Arts	
Daniela Patru	Operations manager	Nijmegen School of Management	
Marleen Termeer	Assistant professor	Faculty of Arts	
<b>Member, started in March 2022:</b>	<b>Current position</b>	<b>Faculty/institute</b>	
Sanne Dekker	Head Science Education Hub Radboud University	Radboud Services	
<b>Members, started in October 2021:</b>			
Kathrine van den Bogert	Postdoc	Faculty of Social Sciences	<i>Alumni since Oct 2022</i>
Béatrice Bonga	Assistant professor	Faculty of Science	
Gaby Contreras	Assistant professor	Nijmegen School of Management	
Bryan Da Costa Souza	Postdoc	Donders Institute for Brain, Cognition and Behaviour and the Faculty of Science	
Frederik van Dam	Assistant professor	Faculty of Arts	
Jeroen Dera	Assistant professor	Faculty of Arts	
Rogier Kievit	Professor	Donders Institute for Brain, Cognition and Behaviour and Radboudumc	
Friederike Landau	Assistant professor	Nijmegen School of Management	
<b>Members, started in October 2020:</b>			
Kalijn Bol	Medical oncologist	Radboudumc	
Shari Boodts	Assistant professor	Faculty of Arts	<i>Member of Dutch Young Academy</i>
Inti Brazil	Associate professor	Faculty of Social Sciences	
Mark Dingemanse	Associate professor	Faculty of Arts	
Martin Dresler	Associate professor	Donders Centre for Cognitive Neuroimaging / Radboudumc	<i>Member of German Young Academy</i>
Chris Dols	Conservator Radboud Heritage	Radboud Services	
Jorge Domínguez-Andrés	Assistant professor	Radboudumc	
Fleur Jongepier	Assistant professor	Faculty of Philosophy, Theology and Religious Studies	<i>Chair Jan 2021 – Apr 2022,</i>

			<i>alumni since 2022</i>
Lize Glas	Associate professor	Faculty of Law	
Mariska Kleemans	Associate professor / Director of education	Faculty of Social Sciences	
Lotte Krabbenborg	Associate professor	Faculty of Science	<i>Member of Dutch Young Academy</i>
Niels Niessen	Researcher	Faculty of Arts	
Eelke Spaak	Assistant professor	Donders Institute for Brain, Cognition and Behaviour and Faculty of Social Sciences	<i>Chair Jan 2021 – Dec 2022</i>
Niels Spierings	Associate professor	Faculty of Social Sciences	
Nora Stel	Assistant professor	Nijmegen School of Management	<i>Chair from Apr 2022</i>
Renée Wagenvoorde	Student advisor	Faculty of Philosophy, Theology and Religious Studies	
Fleur Zeldenrust	Associate professor	Faculty of Science	<i>Member of Dutch Young Academy</i>
<b>Supporting staff:</b>			
Moniek Riemersma	Coordinator RYA	Academic Affairs, Research & Impact Strategy	<i>Pregnancy and maternity leave Jan 2022 – May 2022</i>
Ecaterina Savenco	Interim coordinator RYA	Academic Affairs, Research & Impact Strategy	<i>Interim coordinator Jan 2022 – May 2022</i>

## Appendix II Call new supportive staff member



### Gezocht: ondersteunend RU-personeel met doctorsgraad

Ben jij gepromoveerd en werkzaam in een ondersteunende functie aan de Radboud Universiteit of het Radboudumc? Wil jij samen met collega's uit andere vakgebieden een positieve bijdrage leveren aan de academische cultuur? En vind jij het net als wij belangrijk dat wetenschappers en ondersteunende academici hierbij samenwerken? Dan is de Radboud Jonge Akademie op zoek naar jou!

#### **Wij zoeken+**

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

- Werkt in een ondersteunende functie. Medewerkers met alle soorten ondersteunende functies zijn van harte welkom om te solliciteren. We zoeken in deze selectieronde **geen** postdocs, U(H)D's of hoogleraren.
- Minimaal 2 jaar geleden en maximaal 8 jaar<sup>1</sup> geleden gepromoveerd is (gemeten vanaf 1 maart 2022).
- Graag samenwerkt met collega's van diverse achtergronden.
- Ideeën heeft die positief bijdragen aan de academische cultuur en de universiteit in het algemeen.
- Graag actief en samen met collega's meedenkt over het beleid rondom onderzoek en onderwijs, maatschappelijke impact en/of wetenschapscommunicatie.

Chris Dols, lid Radboud Jonge Akademie en conservator Radboud Erfgoed bij de Divisie Information & Library Services: *"OBP-leden spelen een cruciale rol in de academische gemeenschap. Het is belangrijk dat ook onze stem gehoord wordt".*

De Radboud Jonge Akademie vindt een goede vertegenwoordiging van leden met een ondersteunende functie erg belangrijk. Dat maakt ons uniek onder de universitaire Jonge Akademies in Nederland. Om de verhouding van leden goed in balans te houden, zijn we in deze extra selectieronde specifiek op zoek naar een nieuw lid met een ondersteunende functie.

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

Renée Wagenvoorde, lid Radboud Jonge Akademie en studieadviseur en projectleider aan de Faculteit der Filosofie, Theologie en Religiewetenschappen: *"Binnen de Radboud Jonge Akademie heb ik als OBP-er (en 'wetenschapsverlater') de gelegenheid om kritisch en constructief mee te denken over de toekomst van de academie en de gemeenschap die we als Radboud Universiteit vormen."*

<sup>1</sup> Deze periode mag worden verlengd met 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 25 gepromoveerde academici, afkomstig van alle verschillende faculteiten en met verschillende functies. De eerste lichting van 17 leden is gestart in oktober 2020 en in oktober 2021 hebben we 8 nieuwe leden verwelkomd. Op dit moment zijn twee van onze leden werkzaam in een ondersteunende functie. Als [Radboud Jonge Akademie](#) werken wij in teams aan initiatieven die belangrijke thema's onder de (bestuurlijke) aandacht brengen op het gebied van onderzoek, onderwijs, maatschappelijke impact en wetenschapscommunicatie. Concrete voorbeelden van thema's waaraan we op dit moment werken zijn Erkennen & Waarderen, sociale veiligheid, diversiteit en inclusie, werk-privé balans en mentale gezondheid, internationalisering, Open Science en valorisatie. Daarnaast is er ruimte voor het stimuleren of ontplooien van vernieuwende interdisciplinaire wetenschappelijke interacties. Uiteraard staan wij zeer open voor nieuwe ideeën.

## **Wij bieden**

Met een lidmaatschap van de Radboud Jonge Akademie vergroot je je netwerk en verbreed je je blik op de academie door middel van 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, gefaciliteerd door onze reeds aanwezige infrastructuur. Een lidmaatschap duurt in principe 4 jaar, maar kan bij een eventueel tijdelijke aanstelling bij de Radboud Universiteit of het Radboudumc ook korter duren.

## **Meer weten?**

Wil je meer weten over het Radboud Jonge Akademie lidmaatschap en/of de selectieprocedure? Neem dan contact op met Ecaterina Savenco, coördinator a.i. Radboud Jonge Akademie.  
Email: [youngacademy@ru.nl](mailto: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 (in brede zin)
  - o Relevante ervaring op het gebied van wetenschapsbeleid, maatschappelijke impact, interdisciplinariteit en/of wetenschapscommunicatie.

Solliciteren (in Nederlands of Engels) kan tot uiterlijk 6 februari 2022 door te e-mailen naar: [youngacademy@ru.nl](mailto: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 2 kandidaten worden uitgenodigd voor een gesprek dat zal plaatsvinden in week 8 (21 t/m 25 februari). De geselecteerde kandidaat zal in maart 2022 officieel van start gaan.

Dit is een extra selectieronde waarin we hopen een extra lid in een ondersteunende rol te kunnen vinden. In het voorjaar van 2022 start onze reguliere selectieprocedure.



### Wanted: RU support staff holding a PhD

Are you an academic who has obtained a PhD and works as a support staff member at Radboud University or Radboudumc? Would you like to contribute to the culture of academia, together with colleagues from various scientific disciplines? Do you share our vision that researchers/teachers and support staff should work together to improve academia? Then Radboud Young Academy is looking for you!

#### **We look for**

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

- Is working as a member of the support staff. Employees in all different support or administrative roles are very welcome to apply. In this selection procedure we are **not** searching for postdocs and (assistant or associate) professors.
- Has obtained a PhD between 2 and 8 years ago<sup>1</sup> (as of 1 March 2022).
- Enjoys collaborating with colleagues of diverse backgrounds.
- Has ideas to improve academic culture and the university in general.
- Likes to contribute actively and in close collaboration with colleagues to science and education policy, societal impact, and science communication.

Renée Wagenvoorde, member Radboud Young Academy and student advisor and project lead at the Faculty of Philosophy, Theology and Religious Studies: *"The Radboud Young Academy gives me as member of the administrative and support staff (and 'leaver of science'), the opportunity to critically discuss the future of the academy and the Radboud University community."*

Chris Dols, member Radboud Young Academy and curator Radboud Heritage at the Division Information & Library Services: *"Members of the administrative and support staff play a crucial role in the academic community. Their voice, too, should be heard"*.

The representation of support staff members is very important to us. This makes the Radboud Young Academy unique among university Young Academies in the Netherlands. In this additional selection round we are searching for a supportive staff member, in order to maintain the balance.

Members spend on average 0.05 fte on their Radboud Young Academy activities. Members' line managers are asked to compensate members for this time investment in

a bespoke manner.

<sup>1</sup> This period may be extended by 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 25 academics having obtained their PhD, with different positions and representing every faculty. In October 2020 the first 17 members of the [Radboud Young Academy](#) started, and in October 2021 we welcomed 8 new members. Currently, two of our members are employed as support staff. We are working in overlapping teams which aim to raise awareness on 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, work-life balance and mental health, internationalization, Open Science, and valorization. Furthermore, we aim to stimulate new interdisciplinary scientific interactions. Of course, we are very open to and interested in new ideas.

## **We offer**

A Radboud Young Academy membership broadens both your academic view and network, due to intensive collaboration with colleagues from various disciplines. You are given the opportunity to contribute to academia and all (young) academics of the Radboud University and Radboudumc by expressing your thoughts and ideas and translating them into action, facilitated by our existing infrastructure. In general members are appointed for 4 years, but this can be shorter in case of a temporary 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: Ecaterina Savenco, temporary coordinator Radboud Young Academy.

Email: [youngacademy@ru.nl](mailto:youngacademy@ru.nl).

## **Apply directly**

If you would like to become a member, 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 (in a broad sense).
  - o Most important experience concerning science policy, societal impact, interdisciplinarity, and/or science communication.

Please send your application (in English or Dutch) by email, no later than 6 February 2022, to [youngacademy@ru.nl](mailto: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 include gender identity, ethnicity, origin, academic profile, scientific background, and career.

A maximum of 2 candidates will be invited for an interview, which will be scheduled in week 8 (21 – 25 February). Selected candidates will start officially in March 2022.

This is an extra selection round in which we specifically hope to appoint a new member working as support staff. In spring 2022 our regular selection procedure will start.

### Appendix III: Call new members



### Gezocht: wetenschappelijk én ondersteunend RU-personeel met doctorsgraad

Ben jij gepromoveerd en werkzaam in een wetenschappelijke óf ondersteunende functie aan de Radboud Universiteit of het Radboudumc? Wil jij samen met collega's uit andere vakgebieden een positieve bijdrage leveren aan de academische cultuur? Denk je graag mee over thema's als erkennen en waarderen, interdisciplinariteit en internationalisering? En vind jij het net als wij belangrijk dat wetenschappers en ondersteunende academici hierbij samenwerken? Dan is de Radboud Jonge Akademie op zoek naar jou!

#### **Wij zoeken:**

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

- Op 20 oktober 2022 (Dies Natalis) minimaal 2 jaar geleden en maximaal 8 jaar geleden gepromoveerd zijn<sup>1</sup>.
- 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 meedenken over het beleid rondom onderzoek en onderwijs, maatschappelijke impact en/of wetenschapscommunicatie.

Frederik van Dam, lid Radboud Jonge Akademie en universitair docent aan de Faculteit der Letteren: *"De complexe, vertakte structuur van de universiteit maakt het moeilijk om over de grenzen van faculteiten heen te werken. Als lid van de RJA hoop ik manieren te vinden om dwarsverbanden zichtbaarder te maken en interdisciplinaire samenwerking te stimuleren, op zowel het gebied van onderwijs als onderzoek."*

Renée Wagenvoorde, lid Radboud Jonge Akademie en studieadviseur en projectleider aan de Faculteit der Filosofie, Theologie en Religiewetenschappen: *“Binnen de Radboud Jonge Akademie heb ik als OBP-er (en ‘wetenschapsverlater’) de gelegenheid om kritisch en constructief mee te denken over de toekomst van de academie en de gemeenschap die we als Radboud Universiteit vormen.”*

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

<sup>1</sup> Deze periode mag worden verlengd met 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 25 gepromoveerde academici, afkomstig van alle verschillende faculteiten en met verschillende, wetenschappelijke én ondersteunende functies. De Radboud Jonge Akademie vindt een goede vertegenwoordiging van leden met een ondersteunende functie erg belangrijk. Dat maakt ons uniek onder de universitaire Jonge Akademies in Nederland.

Als [Radboud Jonge Akademie](#) werken wij sinds oktober 2020 in teams aan initiatieven die belangrijke thema's onder de (bestuurlijke) aandacht brengen op het gebied van onderzoek, onderwijs, maatschappelijke impact en wetenschapscommunicatie. Concrete voorbeelden van thema's waaraan we op dit moment werken zijn erkennen en waarderen, interdisciplinariteit, sociale veiligheid en diversiteit, werk-privé balans en mentale gezondheid, internationalisering, Open Science en valorisatie. Daarnaast is er ruimte voor het stimuleren of ontplooiën van vernieuwende interdisciplinaire wetenschappelijke interacties. Uiteraard staan wij zeer open voor nieuwe ideeën.

## Wij bieden

Met een lidmaatschap van de Radboud Jonge Akademie vergroot je je netwerk en verbreed je je blik op de academie door middel van 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, gefaciliteerd door onze reeds aanwezige infrastructuur. Een lidmaatschap duurt in principe 4 jaar, maar kan bij een eventueel tijdelijke aanstelling bij de Radboud Universiteit of het Radboudumc ook korter duren.

## Meer weten?

Wil je meer weten over het Radboud Jonge Akademie lidmaatschap en/of de selectieprocedure? Neem dan contact op met Moniek Riemersma, coördinator Radboud Jonge Akademie.  
Email: [youngacademy@ru.nl](mailto: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 (in brede zin)
  - o Relevante ervaring op het gebied van wetenschapsbeleid, maatschappelijke impact, interdisciplinariteit en/of wetenschapscommunicatie.

Solliciteren (in Nederlands of Engels) kan tot uiterlijk 10 juli 2022 door te e-mailen naar:  
[youngacademy@ru.nl](mailto: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 worden uitgenodigd voor een gesprek dat zal plaatsvinden in september. De geselecteerde kandidaten zullen in week 42 (17 – 21 oktober) officieel van start gaan.



### **Wanted: RU scientific and support staff holding a PhD**

Are you an academic who has obtained a PhD and works as researcher/teacher or as a support staff member at Radboud University or Radboudumc? Are you willing to contribute to the culture of academia, together with colleagues from various scientific disciplines? Would you like to discuss about topics like recognitions and rewards, interdisciplinarity and internationalization? Do you share our vision that researchers/teachers and support staff should work together to improve academia? Then Radboud Young Academy is looking for you!

### **We look for**

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

- At 20 October 2022 (Dies Natalis) have obtained a PhD between 2 and 8 years ago<sup>1</sup>.
- Enjoy collaborating with colleagues of diverse backgrounds.
- Have ideas to improve academic culture and the university in general.
- Like to contribute actively to science and education policy, societal impact, and science communication.

Frederik van Dam, assistant professor at the Faculty of Arts: *"The complex, webbed structure of the contemporary university creates barriers for academics who work and think across the boundaries of their faculties. As member of the RYA, I am hoping to find ways to make transversal connections visible and to stimulate interdisciplinary collaboration, in teaching as well as in research."*

Renée Wagenvoorde, member Radboud Young Academy and student advisor and project lead at the Faculty of Philosophy, Theology and Religious Studies: *"The Radboud Young Academy gives me as member of the administrative and support staff (and 'leaver of science'), the opportunity to critically discuss the future of the academy and the Radboud University community."*

Members spend on average 0.05 fte on their Radboud Young Academy activities. Members' line managers are asked to compensate members for this time investment in a bespoke manner.

<sup>1</sup> This period may be extended by 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 25 academics having obtained their PhD, with different positions, including researchers/teachers and support staff, and representing every faculty. The representation of support staff members is very important to us. This makes Radboud Young Academy unique among university Young Academies in the Netherlands.

Since 2020, we have been working in overlapping teams which aim to raise awareness on 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 and diversity, work-life balance and mental health, internationalization, Open Science, and valorization.

Furthermore, we aim to stimulate new interdisciplinary scientific interactions. Of course, we are very open to and interested in new ideas.

## **We offer**

A Radboud Young Academy membership broadens both your academic view and network, due to intensive collaboration with colleagues from various disciplines. You are given the opportunity to contribute to academia and all (young) academics of the Radboud University and Radboudumc by expressing your thoughts and ideas and translating them into action, facilitated by our existing infrastructure. In general members are appointed for 4 years, but this can be shorter in case of a temporary 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](mailto:youngacademy@ru.nl)

## **Apply directly**

If you would like to become a member, please apply and send us the following two documents:

- A letter of motivation, explaining (500 words maximum):
  - Why you would like to become a member of the Radboud Young Academy.
  - What ideas you have to contribute to the Radboud Young Academy.
- A narrative CV, including (500 words maximum):
  - Academic profile (in a broad sense).
  - Most important experience concerning science policy, societal impact, interdisciplinarity, and/or science communication.

Please send your application (in English or Dutch) by email, no later than 10 July 2022, to [youngacademy@ru.nl](mailto: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 include gender identity, ethnicity, origin, academic profile, scientific background, and career.

A maximum of 16 candidates will be invited for an interview, which will be scheduled in September. Selected candidates will start officially in week 42 (17 – 21 October).