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[Concept mission GSH:]  
The Graduate School for the Humanities (GSH) at Radboud University Nijmegen aims to be a vibrant social, educational, and intellectual community for researchers at the start of their (scientific) careers. This community consists of PhD candidates, postdocs and ReMa students.

In 2016 the GSH board continued with its general policy and streamlined the following aspects:

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

In this annual report we give a brief overview of our policies and activities in 2016.

0. Introduction

In the annual report of 2015 mention was made that the processes within the Graduate School depended more on persons than on functions. To make the GSH more robust, we introduced function related e-mail addresses, a combined digital work environment, and standardized processes regarding job openings.

In 2016, the board consisted of the following members: HLCS director Olivier Hekster (managing director GSH), CLS director Antal van den Bosch, and PTR director Bart Geurts, GSH coordinators Peter van der Heiden and Nicolet Boekhoff-van der Voort, as well as PhD representatives Rick Mourits (POL) and Jorien Copier (POFTR).

1. GSH

1.1 Communication

The GSH homepage [www.ru.nl/gsh](http://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. The current website is not as transparent as it should be and needs to be revised and made up to date. The make-over of the website has started in 2016 and will be finalized in 2017. Experts on communication will assist in developing the new website.

The second form of communication is the digital monthly newsletter to all researchers and ReMa students in the participating faculties of the GSH. In this newsletter an overview of relevant activities, news and developments is announced. The newsletter is completely refurbished and digitalised by using Sendbox.

Since the beginning of 2014 the GSH invites PhD candidates to join a closed Facebook group for PhD candidates.
only as well as an open GSH LinkedIn group. The Facebook group is managed by the PhD candidates themselves and is very active. The LinkedIn group has not been active for over a year, and will be turned into a LinkedIn group for GSH alumni, managed by the GSH coordinators.

A very efficient channel of communication flows through the representatives of POL and POFTR. They are assisted by a group of fellow PhD candidates from both faculties, that is very active in organizing meetings and social events.

1.2 Evaluation

All GSH workshops and lunch meetings are evaluated through a standardized questionnaire at the end of each activity. Furthermore, a general evaluation of the GSH has been initiated. A postdoc researcher has been appointed to coordinate the evaluation process, which will be finished in 2017.

2. PhD candidates

2.1 Introduction

Overview PhD candidate population and thesis defences:

<table>
<thead>
<tr>
<th>Time schedule</th>
<th>CLS</th>
<th>HLCS</th>
<th>PTR</th>
</tr>
</thead>
<tbody>
<tr>
<td>6M</td>
<td>8</td>
<td>7</td>
<td>7</td>
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<tr>
<td>11M</td>
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</tr>
<tr>
<td>14M</td>
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<td>9</td>
<td>3</td>
</tr>
<tr>
<td>24M</td>
<td>6</td>
<td>5</td>
<td>4</td>
</tr>
<tr>
<td>36M</td>
<td>12</td>
<td>9</td>
<td>3</td>
</tr>
<tr>
<td>48M</td>
<td>10</td>
<td>12</td>
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</tr>
<tr>
<td>Exit</td>
<td>3</td>
<td>8</td>
<td>5</td>
</tr>
</tbody>
</table>

* One of them stopped prematurely.

The GSH board decided during the board meeting in December to write a Manual for PhD candidates, which will be finished before September 2017. The aim of the manual is to facilitate the introduction of new PhD candidates in the Faculty of Arts and the Faculty of PTR, and the university as a whole.

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 PhD candidates within the research institutes of the GSH:

In addition to the meetings based on the protocol of the GSH, PhD candidates have been offered coaching sessions and an evaluation meeting at the end of their contract. Twice a year PTR stays in contact with those PhD candidates who did not finish the manuscript during the time of their contract. FoA will follow this system starting 2017.
New GSH criteria for cum laude have been implemented and published on the GSH website.
In order to receive the designation ‘cum laude’, the thesis has to be of extraordinary quality, consisting of at least the following criteria:

1. the thesis is among the top 5% of the discipline;
2. the thesis contributes substantially to the scientific debate resulting in new perspectives or insights;
3. the thesis is written in a language that is clear to colleagues in the discipline
4. the thesis contains a thorough and exhaustive analysis of a given scientific problem and places the analysis (and therefore also the problem) in a broader theoretical frame and;
5. the thesis is completed before the end of the determined period*

* the period of PhD candidates with funding is the final date of the contract plus two years, the period PhD students without funding is the final date as determined in the Training and Supervision Plan.

2.2.1 Supervision
The Code of Supervision written in 2015 was the first step to formalise the policy of the Graduate School for the Humanities concerning supervision of PhD projects. It is accessible on the GSH website.

From 2016 onwards, the former workshop for PhD supervisors is organized as two consecutive workshops for PhD candidates and supervisors. In the morning program, PhD candidates elaborate on a theme and present examples out of their own experience. In the afternoon sessions, the supervisors discuss these findings. The topic of the 2016 workshop was ‘How to survive your supervisor?’ and ‘How to handle your PhD candidate?’ Unfortunately, the attendance was a bit low due to the timing of the event. Nevertheless, both workshops were very productive and produced outcomes that are helpful for the GSH evaluation.

2.2.2 Selection NWO Call GW
In 2016 NWO funded three projects of Chantal van Dijk, Thomas Delpeut and John Huisman, which were selected out of four candidates in an internal selection. They all received a mock training session with feedback for their interview at NWO. Two candidates belonged to CLS, one to HLCS. The PTR candidate unfortunately did not make it through the NWO round.

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 Coen van Galen (HLCS), Kobie van Krieken (CLS), Suzanne van de Liefvoort (HLCS), Sammie Tarenskeen (PTR), and Arjen Kleinherenbrink (PTR).

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. A relatively high number of PhD candidates attended the workshop (11 p), but only five applications were received. During the Board Meeting in December, the GSH board decided to reduce the number of valorisation grants from three to one in 2017 (i.e. Valorisation Grant 2018).

In December 2016, the Valorisation Grants 2017 were awarded to the winning projects of Christiane Alpers (PTR), Rosa van Gool (HLCS), and Laura Hahn (CLS).
2.3 Training

In communication with the representatives of the PhD candidates, the GSH coordinators organized a bi-annual training programme. From September 2015 onwards, the GSH organizes lunch meetings each month and a selected number of workshops. The new program was successful. The number of participants grew compared to the second half of 2015. When asked about it, the PhD candidates approved the new – less time consuming – format and the focus on the social aspects.

The organisation of the masterclasses had been changed. In 2015, PhD candidates could apply for funding to organise a masterclass. Because of a lack of applications despite announcements in the GSH newsletter, the GSH decided to organise three masterclasses each year with alternating lectures from each research institute of HLCS, CLS and PTR. So far, one masterclass has been organized. In 2017 the other two institutes of HLCS and CLS will be asked to perform. It is still possible for PhD candidates to submit requests for master classes and guest lectures.

The 2016 program of the GSH was:

<table>
<thead>
<tr>
<th>Date</th>
<th>Topic</th>
<th>Speaker</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>WORKSHOPS</td>
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<td></td>
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<tr>
<td>28-01-2016</td>
<td>Research Data Management</td>
<td>Mijke Jetten</td>
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<tr>
<td>10-03-2016</td>
<td>Analytical Storytelling (2x)</td>
<td>Priscilla Brandon</td>
<td>7</td>
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<tr>
<td>05-04-2016</td>
<td>PhD: How to survive your supervisor?</td>
<td>Heleen Murre</td>
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<tr>
<td>05-04-2016</td>
<td>Supervisor: How to handle your PhD</td>
<td>Heleen Murre</td>
<td>12</td>
</tr>
<tr>
<td>18-05-2016</td>
<td>Media training</td>
<td>Max Andela &amp; Peter van der Heiden</td>
<td>3</td>
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<tr>
<td>24-10-2016</td>
<td>Valorisation</td>
<td>André Lardinois &amp; winners grant 2016</td>
<td>11</td>
</tr>
<tr>
<td>16-11-2016</td>
<td>Getting started for a career outside academia (2x)</td>
<td>Michiel Bronkhorst</td>
<td>7</td>
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<tr>
<td>06-12-2016</td>
<td>Scientific Integrity</td>
<td>Marcel Becker</td>
<td>23</td>
</tr>
<tr>
<td>15-12-2016</td>
<td>Kick off Writing Support Groups</td>
<td>Griet Coupé (In’to Languages)</td>
<td>13</td>
</tr>
<tr>
<td>LUNCH MEETINGS</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>18-01-2016</td>
<td>Internationalisation and funding</td>
<td>Rob van Leeuwen &amp; Paula Haarhuis</td>
<td>8</td>
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<tr>
<td>26-01-2016</td>
<td>Lunch meeting for international PhDs</td>
<td>Aurora Comenisi</td>
<td>7</td>
</tr>
<tr>
<td>11-02-2016</td>
<td>Academic funding</td>
<td>Laura Pander</td>
<td>20</td>
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<tr>
<td>29-02-2016</td>
<td>Time management</td>
<td>Olivier Hekster</td>
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<tr>
<td>16-03-2016</td>
<td>BKO/UTC</td>
<td>Sigried Bleize &amp; Cees Leijenhorst</td>
<td>12</td>
</tr>
<tr>
<td>27-09-2016</td>
<td>How to publish your PhD thesis</td>
<td>Brill &amp; Vantilt</td>
<td>12</td>
</tr>
<tr>
<td>13-10-2016</td>
<td>How to get a Veni?</td>
<td>Laura Pander &amp; Geertje van Bergen</td>
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<td>17-11-2016</td>
<td>Humanities Lab</td>
<td>Henk van den Heuvel</td>
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<tr>
<td>13-12-2016</td>
<td>How to finish in time? Conditions for a successful PhD project</td>
<td>Katrine Smiet</td>
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<td>28-10-2016</td>
<td>Moving Humanities conference</td>
<td>Lieke Verheijen, Alan Moss, Claire Goriot &amp; Iris Plessius</td>
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<td>THEME MEETINGS</td>
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<tr>
<td>28-01-2016</td>
<td>Theme meeting</td>
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<tr>
<td>25-02-2016</td>
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<td>24-03-2016</td>
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<td>Lieke Verheijen &amp; Alan Moss</td>
<td>13</td>
</tr>
<tr>
<td>26-04-2016</td>
<td>Theme meeting</td>
<td>Lieke Verheijen &amp; Alan Moss</td>
<td>13</td>
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</tbody>
</table>
Two workshops will not be continued: Analytical storytelling and Getting started for a career outside academia. Both were expensive workshops with a relatively low attendance. Although they received good evaluations, they are not cost effective and are or will be organized by Radboud University (training for young research professionals).

The Moving Humanities conference is organized bi-annually by PhD candidates. The 2016 event was very successful: 43 people registered but more attended. The organisation advises to maintain the biannual scheduling of the conference. The proceedings of the conference will be published in 2017.

2.4 Career perspectives
Career destinations of internal PhD candidates, who defended in 2016:

<table>
<thead>
<tr>
<th>Institute</th>
<th>Inside academia</th>
<th>Outside academia</th>
<th>None of the above</th>
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</tr>
<tr>
<td>PTR</td>
<td>3</td>
<td>1</td>
<td></td>
</tr>
</tbody>
</table>
2.4.1 GSH alumni
The GSH intends to follow GSH alumni in their career paths. Previously, a GSH LinkedIn group has been opened to stay connected and to share information. The LinkedIn group has not been active for over a year, and will be turned into a LinkedIn group for GSH alumni, managed by the GSH coordinators.

2.4.2 Career inside academia
The majority of the PhD candidates of the GSH aims for a career inside academia. Two lunch meetings on academic funding in general and Veni in particular were organised. From 2017 onwards, both career paths will get attention during a workshop or the Meeting with alumni event. Also, the requirements for an academic career are discussed during the progress meetings.

2.4.2 Career outside academia
The GSH is aware that the possibilities to get a career inside academia are limited and therefore advises PhD candidates to keep all options open. Each year, at least one workshop or training focuses on a career outside academia.

The only meeting that had been cancelled in 2016 was the Meeting with Alumni – Career outside the Academia. First, the Radboud University as well as the Donders Institute organised a similar meeting in the same month. Second, the GSH meeting was not properly announced. The meeting will take place in 2017.

2.5 POL/POFTR
The PhDs are represented by two PhD representatives, one from the Faculty of Arts, one from the Faculty of Philosophy, Theology and Religious Studies. In 2016, the PhD representatives have participated in the GSH Board meetings, have organized various social activities, and have participated in brainstorm meetings concerning the GSH program.

Points of interest in 2016 during the board meetings have been the evaluation of the GSH, the UTQ, and the rights and obligations of international PhDs. Together with the GHS coordinators POL/POFTR is working on an introductory guide for new PhD candidates in the GSH. The social activities in 2016 consisted of monthly drinks, an Easter High Tea, Sinterklaas Pancake Party and Christmas Party.

2.5.1 Cooperation GSH with POL/POFTR
The cooperation between the GSH and the representatives of POL/POFTR has been intensified. Once a year, a brainstorm meeting takes place to discuss future GSH activities. Throughout the year, the GSH coordinators have regular contact with the representatives and other PhD candidates involved in the organisation of certain activities.

3. External PhDs
In 2016 the GSH board decided that external PhD students have to report on their progress annually. Also, the GSH plans to have biannual progress meetings with the external PhD students and to develop an online course on scientific integrity which will be obligatory for all PhD students.

An inventory of all existing external PhD projects within the Faculty of Arts will be made. Such a list already exists in the Faculty of PTR. In the near future, all external PhD students of both faculties will be monitored according to the GSH protocol.
Four of them are monitored according to the schedule of regular PhD candidates.

The Faculty of Arts opened the possibility to apply for funding of €1000 for research costs made by external PhD students. It is not sure if this will be continued.

### 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, but they do not attend very often.

10% of the GSH budget is reserved for funding of travel expenses for ReMa students who want to attend international summer, winter, or autumn schools or conferences. Because of improvement in communication and cooperation with ReMa coordinators and students, the GSH received more applications for funding. Due to a slightly confusing application procedure, there have been some problems initially with the payments. The procedure has been cleared and is running more or less smoothly. Since ever more students apply for funding, the GSH board decided to reduce the amount from €500 to €350 starting September 1, 2017.

### 5. Postdocs

Postdocs are invited to attend GSH activities and they receive the monthly newsletter. In 2016, no postdocs attended the GSH activities. It was decided to organise at least one workshop specifically for postdocs in 2017. Further involvement of postdocs will be stimulated.

### 6. Plans for 2017

In 2017 the GSH board aims to continue with its general policy and to streamline the following aspects:

- Evaluation of the GSH
- Communication (website in particular)
- Implementation policy concerning external PhD students
- Integration of postdocs
- Integration of alumni (a LinkedIn group for GSH alumni will be started)