

Marks of a strong academic profile

For grant applications and beyond

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MARKS OF A STRONG ACADEMIC PROFILE

BACKGROUND

- Research performance determinant for academic careers
- Recently- what “talent” and “quality” mean in academia
- How to assess academics?: update recognition and rewards system beyond journal impact factor
 - Societal impact
 - Team-work
 - Education
 - Leadership

Balance value of these elements
Diversify career paths and profiles
Quality over quantity
Encourages open access

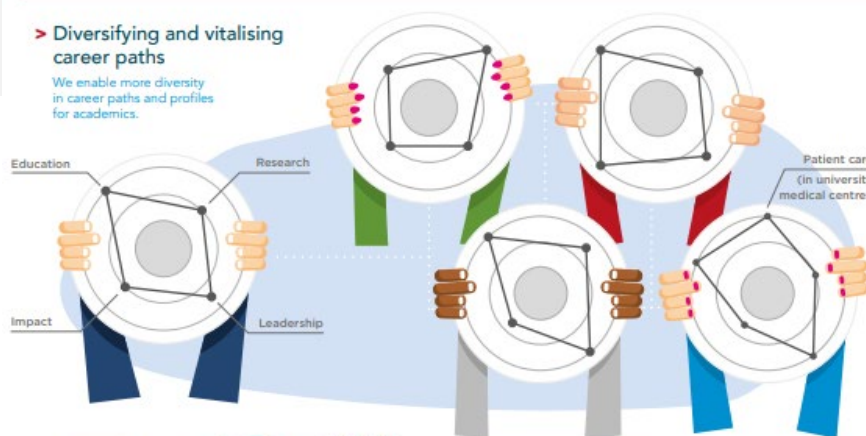
Source: Association of Universities, The Netherlands <https://tinyurl.com/3xwy2tjx>

Room for everyone's talent

towards a new balance in the recognition and rewards of academics

> Diversifying and vitalising career paths

We enable more diversity in career paths and profiles for academics.



> Achieving balance between individuals and the collective

We assess academics based on both their individual and their team performance.



> Focusing on quality

In our assessments of academic performance, we increasingly focus on quality, content and creativity.

> Stimulating open science

We encourage academics to share their research outcomes with society.



> Stimulating academic leadership

We stimulate good academic leadership at all levels.

MARKS OF A STRONG ACADEMIC PROFILE

WHY THIS SEMINAR

- Know what you need to aim for if you plant to stay in academia
 - Grants
 - Publications
 - Research
 - Impact
 - Teaching
- Building a profile takes time, best to be informed early.

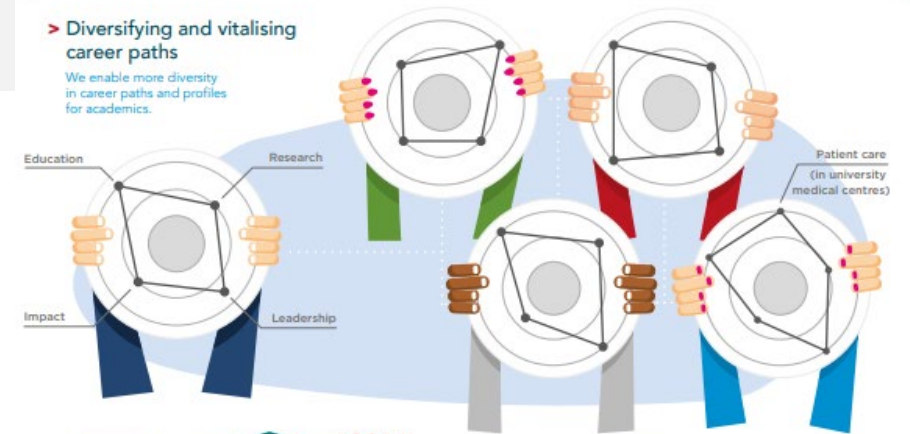
Criteria presented here → grant evaluation panel/funding body's perspective (concrete criteria)

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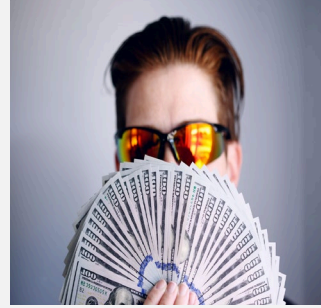


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GRANTS

WHAT ARE THEY (GOOD FOR)?



ACADEMIC PROFILES

WHAT MAKES THEM "STRONG"?

Some grant examples:

- Rubicon
- Marie Curie post-doctoral fellowship
 - European (1-2 yrs) & Global (2-3 yrs)
 - **Online Info session-** May 16th 10.30-12.00
- COST Actions
- NWO Talent Program (Veni)
- ERC grants (individual, theory-driven);
- Horizon Europe grants

Online info session Individual grants (NWO & ERC) June 6th 13.00- 14.30

Good for:

- Teaching buyout = + time for research
- Appointing staff to carry out part of the project for / with you;
- Getting more partners (academic or societal)
- Carrying out your research agenda
- Publications & other outputs
- International experience & build a network

Coherent Vision: positioning yourself within your academic field when it comes to theoretical approaches or societal challenges

What's your niche contribution, and how does it add (in an important way) to the conversation?

MARKS OF A STRONG PROFILE “GOOD” PUBLICATIONS



RU-LEVEL RESOURCES

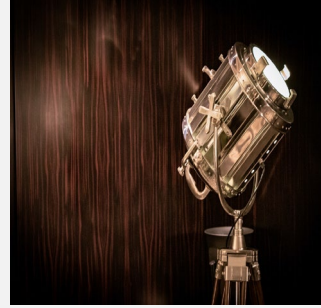
- Top journals/publishers (still, unfortunately);
- Single-authored / first author (a prestigious co-author would be grand).
- *Without* your supervisors (mark of independence);
- Proof of impact on the research field (e.g., well-cited, high download-count; most-cited-in-its-issue; cited by Big Name Researchers; etc.)
- Ideally, also societal impact (e.g., picked up by the media, high AltMetrics (FB mentions, shared/retweeted etc.)
- Aligned within your research agenda.
- Support/Advice from your supervisors;
- *Meet the editors* sessions;
- gROW writing courses:

Writing a review article
Effective writing strategies
Personal coaching RU Writing Lab

**Indicative of expertise, proof of independence,
likely to successfully carry out proposed project**

MARKS OF A STRONG PROFILE

RESEARCH: PRIZES AND AWARDS



RU-LEVEL RESOURCES

- Best paper / Best poster awards from journals or at conferences (also from IMR Research Day);
- Junior researcher / teacher awards (also from the IMR);
- Ideally a Best Dissertation award or similar;
- Also consider societal impact awards, like the NWO Synergy Award
 - opportunity for PhD students to explore and present the potential impact of their research on society
 - Prize= €2,500 to kick-start project.
- Christine Mohrmann Stipendium
- Grant support if you'd like to apply for a particular award;
- Research Professional can also get you started looking for awards.

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RESEARCH: NETWORKING AND COLLABORATION



RU-LEVEL RESOURCES

- Collaborations with other researchers, visits to (top) institutes abroad
 - Mark of independence
 - Grow network and visibility
- Collaborations → write a paper, supervise students, write a grant proposal, organize a workshop or panel, or an event for societal stakeholders
- Cultivate inter-disciplinary agenda and network (but only if relevant to your topic)

Mark of recognition from peers & stakeholders- agree to work with you

Visits abroad- exchange of ideas, gain new perspectives/ insights

Funding trips abroad & some events:

- Erasmus+ Staff Training/Teaching programme, both [here](#);
- [IO subsidy for visiting teachers outside EER](#) (min 8 hrs teaching at a HEI)**;
- Again, the Christine Mohrmann stipendium
- Various fellowships abroad and *some* funding available for training purposes – see specific [Research Professional searches](#).

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IMPACT: INVITED TALKS & EVENTS

- Impact = people used your work to *change* something (new lines of research, organizational policies, new policies, new projects and initiatives, etc.)
- Invited lectures, ideally at other institutions
- Seminars & workshops at conferences or for organizations related to your research
- Conference participation: give a paper or chairing a panel (more likely later in your career)
- Keynote Speeches are the best (starting to be a leading voice)



RU-LEVEL RESOURCES

Funding options:

- KNAW Early Career partnerships: Postdoctoral researchers can apply up to 10,000 to organize an interdisciplinary meeting.
- Lorentz Center (Leiden U): Meet to discuss and work together on scientific developments, ideas or research plans.

Evidence that you are an active academic, recognized by peers

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IMPACT & SOCIETAL OUTREACH



RU-LEVEL RESOURCES

- Disseminate the results: websites, events, debates, informative videos, social media, booklets, policy reports etc
- Involve relevant stakeholders (the groups you study, interest groups, relevant policy-makers, etc.) *during* your project as sounding-boards or co-researchers.

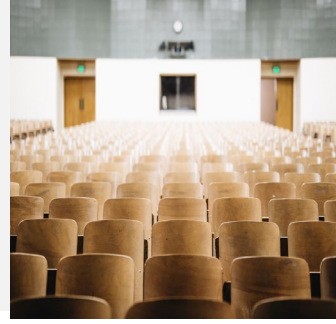
Research funded with public \$ should contribute to society

Some instruments respond societal challenges- provide solution

Institutional Support:

- ICR's Kelly Janssen (k.janssen@fm.ru.nl), our faculty's science communication officer;
- Your supervisors, colleagues, peers;
- gROW PhD courses: Science journalism & communication, The art of presenting science, Analytic storytelling, Poster pitching, Design & illustration
- Take advantage of the press release that comes along with your PhD defense.

MARKS OF A STRONG PROFILE **TEACHING**



RU-LEVEL RESOURCES

- Not teaching activities per se, but how you use your research into your teaching
- Supervise Bachelor and Master theses (inspiring young academics, particularly if their projects led to societal impact or awards);
- Coordinating and especially (re)designing courses, using insights from your own research
- Best Teacher Awards or any particular innovations or initiatives you carried out in your teaching.

Teaching= form of societal outreach

Well-rounded profile

Strengthen your knowledge

Institutional Resources:

- Education in a Nutshell course: fundamentals of teaching.
- Department of Educational Support. Contact person Sven Vrins (sven.vrins@ru.nl)
- Radboud Teaching & Learning Center: connect educational design with innovation & research
- Strategize with supervisor: how to incorporate (wherever possible) some teaching activities into PhD curriculum.

MARKS OF A STRONG PROFILE

ACADEMIC SERVICE



RU-LEVEL RESOURCES

- Membership of scientific boards, editorial boards, and committees (including dissertation committees / being part of a corona);
- Reviewing for top journals; (and conferences, but that's less prestigious)
- Administrative and managerial tasks in your faculty;
- Talk to your supervisors and colleagues in your chair/department for suggestions & help.

Recognition of your expertise

MARKS OF A STRONG PROFILE

OPEN SCIENCE



RU-LEVEL RESOURCES

- Marking whether you have Open Access publications or have contributed Open Data (including Green Open Access);
- Sharing your insights with the public (related to societal impact / outreach);

Grants are funded with public money

Levelling academic playing field → access to data and research findings

Facilitates societal outreach and impact

- Deals / funding from the university for various publishers & journals to cover the Open Access fees.

Check out the [RU Open Science](#) pages and contact the RIS service desk for support.

- Contact our [RDM Support desk](#) for info about Open Data or our Data Steward, Francie Manhardt (francie.manhardt@ru.nl).

NOW WE GOT HERE...

MAIN TAKE AWAYS

- Early in your career, most grants / profile evaluations focus on **marks of independence**.
- Talk to your supervisor colleagues in your chair/department to better understand the profession, get tips and advice, maybe access to their network, etc.
- Cultivate the network of fellow PhDs working on similar(ish) topics; they'll be your colleagues, co-authors and grant co-applicants in the future.
- Your PhD is only one project. As you get closer to the end of your dissertation, start to think seriously about a potential research agenda for the next 5 yrs.
- Also consider **which path** you want to take: Theory-driven or Societal-challenge driven.
- Either way, already start to invest in societal impact & relationships with stakeholders. (also useful if you decide to leave academia)

GRANT SUPPORT

- Grant & Research Advisors imrgrantsupport@ru.nl



Dr. Julieta Chaparro



Dr. Milena Marchesi



Dr . Abhishek Nair

EXERCISE

WHAT IS YOUR RESEARCH VISION?

- **Coherent Vision:** positioning yourself compared to 'the mainstream' or peers when it comes to theoretical approaches or societal challenges:
 - What's your niche contribution, and how does it add (in an important way) to the conversation?

Take 5 minutes to brainstorm some ideas

Share