

## **Regulations Governing the Radboud Young Academy**

### Article 1 – Terms

1. RU: Radboud University
2. RUMC: Radboud University Medical Centre
3. RYA: Radboud Young Academy
4. General assembly: assembly of all members of the Radboud Young Academy (see Article 6)

### Article 2 - Mission

1. The RYA is a platform aiming to give voice to young academic staff and young administrative and support staff with a PhD working at the RU or the RUMC.
2. The RYA is committed to promoting, among other things: a safe academic climate that allows staff to have a healthy work-life balance; a dialogue with society; diversity as defined in Article 4(6); interdisciplinary research and education; internationalisation; open science; the personal development of early-career staff; team science; academic discourse and exchange.
3. In order to promote the foregoing, the RYA brainstorms about and tries to influence human resources and science policy at the RU, RUMC and beyond. The RYA does so in cooperation with other initiatives, including those with other young academies.
4. The RYA gives (unsolicited) advice to, inter alia, the executive board of the RU and other university institutions, as well as to RUMC institutions.

### Article 3 - Membership

1. There are 17 founding members of the RYA. Each year after the founding of the RYA, 8 new members will be added, leading to a total of 32 members.<sup>1</sup>
2. Interim vacancies that may occur during the year will be filled together with the yearly selection.
3. Candidates for membership must have obtained their doctorate between two to eight years from the date of the Dies Natalis on which their membership would start and must work at RU or RUMC.
4. The period of eight years can be extended in line with the 'Academy Extension Arrangement' of the Royal Dutch Academy of Arts and Sciences (KNAW)
5. Members of the National Dutch Young Academy (DJA) of the Royal Dutch Academy of Arts and Sciences (KNAW) and members of comparable foreign institutions are invited to become members of the RYA and will be asked about their possible motivation for membership of the RYA. If they become a member, the number of eight new members that is selected yearly decreases accordingly.
6. RYA members are expected to:
  - a. subscribe to the RYA's mission as defined in Article 1;
  - b. spend 0.05 FTE or 2-4 hours per week on average on RYA activities (their managers are asked to compensate RYA members for this time investment in a personal-fitted way);
  - c. participate in at least one committee or sub-group and to chair a sub-group if the occasion arises; and
  - d. attend the majority of the yearly number of general assembly meetings.

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<sup>1</sup> I.e. 2020: 17 members; 2021: +8 = 25 members; 2022: + 8 = 33 members; 2023: + 8 = 41 members; 2024: -17 = 32 members.

#### Article 4 - Selection of new members

1. The selection procedure is based on self-nomination and consists of two phases:
  - a. a written phase, where the selection is based on a CV and a motivation letter of 500 words each; and
  - b. an interview phase. Twice as many applicants are invited for an interview as there are places available for new members. During the interview, the applicants' ideas for their motivation and concrete contributions to the mission of the RYA are discussed and selection is based on these ideas.
2. The selection committee consists of five members, including one RYA board member and two other RYA members. Preferably two external members will be chosen from the RU and/or RUMC. If the number of two is not feasible, one external member suffices and one additional RYA member is added to the selection committee.
3. The members of the selection committee disclose any (perceived) conflict of interest.
4. The RYA aims for a balanced representation of gender and disciplines on the selection committee.
5. The two board members on the selection committee can decide that one of them is involved in the written round and one in the interview round.
6. The selection committee aims for a diverse representation of RYA members. Diversity in numerous dimensions will be taken into account, including, but not limited to background, gender identity, job position, field of interest, career path, ethnicity and national origins.
7. The selection committee aims to ensure that:
  - a. as a general rule, the total number of members of one gender identity does not exceed 60 percent;
  - b. at least 4 members of the 32 members are administrative and support staff;
  - c. at least 4 members of the 32 members have a temporary contract; and
  - d. each faculty is represented as well as the RUMC.

#### Article 5 - Appointment, suspension and dismissal

1. Appointment shall be for a term of four years with effect from the day of the Dies Natalis each year; reappointment shall not be possible.
2. Members must be employed at RU or RUMC. Should employment cease at any time during the four-year appointment, membership of the RYA will cease no later than six months after employment ends, unless the member is re-employed by RU or RUMC within that six-month period.
3. The selection committee advises the general assembly on the appointment of new members. The general assembly appoints the new members.
4. The RYA general assembly can decide to discharge a member before the end of the four-year term if the person misbehaved by standards of the RU, RUMC or the RYA in their actions or expressions in such a way that a continuation of the membership cannot be reasonably expected. The member in question is given the opportunity to explain why this provision should not be applied, either orally during or in writing prior to the general assembly. If a member is discharged in this manner, they are not eligible for RYA alumnus status.
5. Members who have completed their four-year term become RYA alumni. If employment at RU or RUMC stops during the four years of the RYA membership, members become RYA alumni as well.
6. While RYA alumni do not have any official capacity within the RYA, the RYA seeks to benefit from its network of alumni, e.g. by inviting them to participate in events, by seeking advice on suitable topics and by inviting them to become a member of the selection committee.

## Article 6 - General assembly

1. The general assembly is the decision-making body of the RYA.
2. The general assembly consists of all current RYA members.
3. The general assembly will meet at least three times per year.
4. The general assembly aims for consensus in decision-making.
5. The general assembly has decision-making power on the adoption and amendment of the RYA regulations.
6. The general assembly has decision-making power on all other important matters relating to the RYA, including but not limited to:
  - a. approval of the annual report and budget;
  - b. budget requests of more than €2.500 in line with Article 10(3);
  - c. the election of the board;
  - d. approval of the composition of the selection committee;
  - e. the election of new members upon proposal by the selection committee;
  - f. discharging a member before the end of the four-year term in line with Article 5(4);
  - g. creating additional board positions in line with Article 7(6); and
  - h. public statements of the RYA.
7. Individual or groups of members may ask the general assembly to decide on other matters.
8. For all decisions taken in accordance with Article 6(5), there needs to be a quorum of 51 percent of all members and a two-thirds majority of the votes cast.
9. For all decisions taken in accordance with Article 6(6), there needs to be a quorum of 51 percent of all members and a simple majority of the votes cast.
10. Voting shall be done by a show of hands or electronically, unless the board or those present decide that voting must be by means of written ballot papers or otherwise. If votes are tied, the position fails and does not pass.

## Article 7 - Board

1. The board will consist of two chairpersons, each of a different gender identification, and is supported by a coordinator.
2. The board members will serve for a maximum of two years.
3. The board members can decide that the role of primary chair alternates between them during their term as co-chair.
4. The term of office of the board members starts on the Dies Natalis and ends on the day prior to the Dies Natalis.
5. The general assembly elects the two board members.
6. The general assembly can decide to create additional board positions for a period of two years or longer, starting on the day of the Dies Natalis.
7. Tasks of the board include, but are not limited to:
  - a. monitoring the activities of the RYA;
  - b. representing the RYA;
  - c. preparing the annual report and the budget;
  - d. moderating discussions in the general assembly;
  - e. stimulating the general assembly to reach decisions by consensus;
  - f. giving instructions to the coordinator;
  - g. proposing a selection committee each year; and
  - h. deciding on budget requests of less than €2.500 in line with Article 10(3).

### Article 8 - Committees

1. The RYA is organised into a number of committees, which can be established, divided into sub committees and dissolved as needed.
2. A new selection committee (as per Article 4) is proposed by the board and approved by the general assembly each year.

### Article 9 - Language policy

1. The RYA's language policy is flexible and depends on the preference of the members and, in case of external activities, the nature of the activity.
2. If one or more member(s) prefer(s) English over Dutch, the working language is English.

### Article 10 - Budget

1. The board shall annually request the allocated financial resources and staff support from the executive board of the RU.
2. The board will draw up a financial overview for the annual report, which will be sent to the executive board of the RU for its approval. The board will also send a yearly update of the annual financial resources to the general assembly.
3. RYA committees can submit a request for the use of financial resources to the board. The request should consist of a short description of the project and the required budget. Requests can be submitted throughout the year. Budget requests of €2.500 or less can be approved by the board without consulting the general assembly. Budget requests of more than €2.500 have to be approved by the general assembly.
4. A maximum of 20 percent of the annual budget may be spent on the development of skills of RYA members, which they will use to the benefit of the RYA, and activities for RYA members only.

The founding members of the Radboud Young Academy

As accepted by the general assembly on 21 October 2021